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CAUT ACPPU
BULLETIN

Distance Education Conference
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Respectez les conventions collectives

L'ACPPU exhorte les directeurs des collèges de Colombie-Britannique à respecter les conventions collectives qu'ils ont négociées avec leurs professeurs sinon ils feront face à la censure.

« L'adoption du projet de loi 28, *Public Education Flexibility and Choice Act*, vous oblige à faire un choix qui aura des répercussions sur votre établissement pendant les prochaines années », ont déclaré le président, Tom Booth, et le directeur général, Jim Turk, dans une lettre envoyée le 28 janvier aux directeurs des collèges de la province.

Le projet de loi 28, adopté en toute hâte par le gouvernement libéral de Gordon Campbell, autorise les collèges de la Colombie-Britannique à passer outre aux dispositions des conventions collectives et à augmenter unilatéralement le nombre d'étudiants par classe, à exiger des professeurs d'accepter plus d'étudiants et à les obliger à donner des cours en ligne.

« Nous espérons que vous avez l'intégrité, le courage et l'honnêteté de respecter votre convention collective », affirment les auteurs de la lettre. « Si vous acceptez l'offre du premier ministre Campbell de ne pas tenir compte de vos engagements négociés, vous exposerez votre établissement pendant de nombreuses années à de l'hostilité, à de la mauvaise volonté et à des troubles de fonctionnement. Par votre décision, vous montrerez que votre parole ne tient pas, que les ententes conclues avec vous ne valent pas le papier sur lequel elles ont été rédigées. »

L'ACPPU prévient que les collèges qui choisiront de supplanter les conventions collectives seront soumis à la censure. Ils seront donc isolés de la collectivité universitaire au Canada et à l'étranger.

« Nous vous demandons instamment de réaffirmer officiellement votre engagement envers les conventions négociées avec votre corps enseignant. Si vous choisissez d'appliquer la loi 28 pour annuler des dispositions de la convention, nous soumettrons une motion de censure à l'assemblée d'avril du Conseil

Voir **RESPECTEZ** à la page A2

Respect Collective Agreements CAUT Warns B.C. Colleges

— PHOTO: SHANNON LEOWEN/BERSON PHOTOGRAPHICS —

Anti-government Rally — B.C. Teachers' Federation out in force Jan. 28 protesting the government's break-and-enter tactics with collective agreements of public sector workers.

CAUT is urging British Columbia's college presidents to respect the collective agreements they have negotiated with faculty or face censure.

"The passage of Bill 28, the Public Education Flexibility and Choice Act, forces you to make a choice that will have implications for your institution for years to come," said CAUT president Tom Booth and executive director Jim Turk in a letter sent to college presidents Jan. 28.

Bill 28, hastily passed by the provincial Liberal government of Gordon Campbell, gives B.C. colleges the power to ignore provisions in collective agreements and to unilaterally increase class sizes, require faculty members to take on more students, and force teachers to deliver courses on-line.

"We hope you have the integrity, courage, and honesty to respect your collective agreement," the letter says. "If you accept Premier Campbell's offer to disregard your negotiated commitments, you will plunge your institution into years of hostility, ill will, and dysfunction. Such an action will signal that your word is of no account; that agreements reached with you are not worth the paper on which they are written."

Bill 28, hastily passed by the provincial Liberal government of Gordon Campbell, gives B.C. colleges the power to ignore provisions in collective agreements

CAUT is warning that colleges that choose to override collective agreements will face censure, an action that can isolate them from the academic community in Canada and abroad.

"We urge you to reaffirm publicly your commitment to the agreement negotiated with your staff. Should you choose to use Bill 28 to abrogate provisions of that agreement, we will bring a motion to the April meeting of CAUT Council calling for a censure of your institution. Such a censure would be advertised widely — in the academic world nationally and internationally."

College educators in British Columbia have expressed outrage over Bill 28.

Maureen Shaw, president of the College Institute Educators' Association of B.C. said she was shocked by the government's attack on the working conditions of faculty members and the quality of post-secondary education in the province.

"The high quality of education that students in our institutions receive has largely been the result of provisions that faculty have negotiated in our collective agreements, including limits on class size and student numbers, language regarding the use of on-line learning, and access to professional development time," she said.

The Confederation of University Faculty Associations of British Columbia has pledged its support for college faculty in fighting Bill 28.

"Although Bill 28 may give college and institute administrators the power to raise class sizes and otherwise degrade the quality of education, we hope they don't go down that road," said CUFA/BC president Darwyn Coxson. "If they choose that course of action, then we welcome investigations by CAUT leading to possible censure."

The Public Education Flexibility and Choice Act can be found at www.legis.gov.bc.ca/37th2nd/1st_read/gov28-1.htm

Ontario Says No to Tuition Deregulation

THE Ontario government has rejected a proposal from Queen's University to allow the provinces' universities to set undergraduate arts tuition fees at whatever levels they want.

Queen's University principal William Leggett had asked Universities Minister Dianne Cunningham to completely lift the annual limit of two per cent on increases to undergraduate tuition currently imposed by the province.

"The Queen's proposal has been carefully reviewed in the context of the entire post-secondary education sector," Cunningham wrote in a letter to Leggett Jan 23. "I am now advising you that the government is not prepared to make any exception to the regulated system of tuition fees at this time."

Queen's has been lobbying the provincial government for more than a year to deregulate undergraduate tuition fees. The issue sparked a series of protests at the university, including a student occupation of the principal's office in January.

"Given the level of opposition to this proposal to allow unlimited tuition fee increases for undergraduate programs at Queen's University, the government has made a prudent decision," said

See **TUITION** page A7

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Our Universities. Our Future.

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LETTERS COURRIER

A Nasty Piece of Legislation

On Jan. 30, CAUT president Tom Booth and executive director Jim Turk wrote to B.C. Premier Gordon Campbell protesting his introduction of Bill 28: Public Education Flexibility and Choice Act. The text of the letter follows. – ed.

We are writing to express our outrage at the legislation your government has imposed in the last few days. For our sector, Bill 28 is a pernicious attack on faculty, on the quality of education in the college system, and on the long-term relationship between faculty and college administrations. Should college presidents and boards be foolish enough to take advantage of unilateral powers your government has given them, they will plunge their institutions and the college system into years of hostility, ill will, and dysfunction.

The current collective agreements, which you have given presidents and college boards the right to rip up, are the result of a fair and just process of negotiation and compromise. When you allow one party to disregard its negotiated obligations, you undermine the trust on which labour relations rest and the trust necessary for any workplace to be productive and effective.

Not only does Bill 28 have the potential to sour working relations for years, it also can irreparably damage the quality of education offered by B.C.'s colleges and institutes. While you see class size and workload provisions as barriers to unilateral administrative control, faculty and students recognize these provisions as necessary to ensure high quality education. They create working conditions that help allow students to receive the attention they deserve. If these provisions are stripped from collective agreements, students will experience larger classes, less time for interaction with faculty, and learning conditions designed by administrations to save money rather than by faculty to facilitate a meaningful and worthwhile educational experience.

To make matters worse, Bill 28, if acted upon by presidents and boards, will also cripple the ability of B.C.'s colleges, university colleges, and institutes to attract new faculty and retain many of their existing faculty. As the baby boom generation approaches retirement age in the coming few years, there will be intense competition across Canada and North America to find faculty to replace colleagues who have retired. Institutions that disrespect negotiated contracts and allow faculty members' educational judgment to be overridden by managers will find it very difficult to compete in the job market.

If you have any concern for the future of your province and the quality of education you provide to this and future generations of students, you will withdraw Bill 28. We will do absolutely everything in our power to assist our members in B.C. in getting your government to reverse its ill-considered and destructive policies.

THOMAS BOOTH
President, CAUT

JAMES L. TURK
Executive Director, CAUT

Respectez

Suite de la PAGE A1

de l'ACPPU. La censure de votre établissement sera annoncée dans le milieu universitaire, à l'échelle nationale et internationale. »

Le projet de loi a indigné les professeurs des collèges de la Colombie-Britannique.

Maureen Shaw, présidente de la College Institute Educators' Association of B.C. s'est dit outrée que le gouvernement s'attaque aux conditions de travail des professeurs et à la qualité de l'enseignement postsecondaire dans la province.

« Les étudiants fréquentant nos établissements reçoivent une formation de qualité élevée en grande partie grâce aux dispositions de nos conventions collectives que les professeurs ont négociées, notamment le contingentement du nombre d'étudiants par classe, un libellé sur le recours à l'apprentissage en ligne et l'accès au perfectionnement professionnel », a-t-elle ajouté. La Confederation of University Faculty Associations of British Columbia a promis d'appuyer les professeurs de collège dans leur combat contre le projet de loi 28.

« Bien que le projet de loi 28 autorise les administrateurs des collèges et des instituts à augmenter le nombre d'étudiants par classe, ce qui altèrera la qualité de l'enseignement, nous espérons qu'ils ne suivront pas cette voie », a soutenu Darwyn Coxson, président de la CUFA/BC. « Si c'est ce qu'ils choisissent, nous accueillerons alors avec plaisir les enquêtes de l'ACPPU qui pourraient mener à la censure. »

La *Public Education Flexibility and Choice Act* peut être consultée à l'adresse www.legis.gov.bc.ca/37th2nd/1st_read/gov28-1.htm ■

AAUP Voices Concerns

On Feb. 4, the American Association of University Professors wrote to B.C. Premier Gordon Campbell condemning the legislation that allows college administrators to override key provisions of collective agreements. The text of the letter follows. – ed.

We are writing to express our deep concern at the legislation your government has imposed that would effectively destroy collective bargaining in the higher education sector. The exercise of the unilateral powers given to college and university presidents and boards would have a very deleterious effect on students, faculty, and the province as a whole.

Collective agreements arrived at by a process of good-faith bargaining are contracts that governments should honor as binding. We fear that allowing one party to unilaterally disregard its commitments will send a message to the global academic community that British Columbia is a place to be avoided by students and faculty alike.

We urge you to withdraw Bill 28 in the interest of fairness and the future of higher education in B.C.

JANE BUCK
President, AAUP

MARY BURGAN
General Secretary, AAUP

CAUT Appointment

Janet Creery Joins CAUT's Communications Department

CAUT has appointed Janet Creery to the newly-created position of executive assistant – communications and information. Janet has a bachelor degree in fine arts from Concordia University and completed an interactive multimedia program at Algonquin College. Before joining CAUT, she was employed by the Canadian Conference of the Arts as associate coordinator for the International Network for Cultural Diversity. For four years prior to that she was a freelance writer, editor and publisher. In the early 1990s Janet was managing editor for Healthsharing Magazine and Peace Magazine in Toronto. Janet, who is fluently bilingual, will act as web editor as well as provide administrative support to the CAUT *Bulletin* and the communications department. ■

Nomination à l'ACPPU

Janet Creery se joint à la section des communications de l'ACPPU

L'ACPPU a nommé Janet Creery au nouveau poste d'adjointe de direction – communications et information. Janet possède un baccalauréat en beaux-arts de l'Université Concordia et a terminé un programme en multimédias interactifs au Collège Algonquin. Avant d'intégrer le personnel de l'ACPPU, elle travaillait pour la Conférence canadienne des arts à titre de coordonnatrice associée auprès du Réseau international pour la diversité culturelle. Quatre années plus tôt, elle travaillait à la pige comme rédactrice et éditrice. Au début des années 1990, elle occupait le poste de rédactrice en chef de Healthsharing Magazine et de Peace Magazine à Toronto. Janet, qui est parfaitement bilingue, sera éditrice du site web et fournira un soutien administratif au *Bulletin* et à la section des communications de l'ACPPU. ■

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Le mot du président

Le sous-financement des universités fait grimper les frais de scolarité

Par TOM BOOTH

DANS la chronique de décembre, il était question des dommages que le sous-financement a causés à nos universités depuis les dix dernières années et de la réaffectation des fonds, rétablis en partie à leur niveau antérieur, à d'autres fonctions de base des établissements d'enseignement. Il a alors été dit que les frais de scolarité et l'endettement des étudiants étaient arrivés à leur point de rupture.

Le sous-financement public des universités a entraîné la réduction du nombre de professeurs et de chercheurs, l'augmentation des étudiants par classe, et a compromis les infrastructures. De nombreux établissements ont déjà commencé leur régime minceur en exerçant des compressions budgétaires. En général, ces compressions, appliquées d'une manière asymétrique, ont restreint la capacité des facultés principales à offrir leurs programmes. Malgré la vigueur et l'élasticité d'autres éléments et programmes des établissements d'enseignement, la dégradation des facultés principales a nui à nos universités et collèges en les empêchant de remplir leur mission communautaire.

Des administrateurs frustrés sont amenés à envisager la mise en œuvre de mesures extrêmes pour stimuler les recettes des universités et ainsi compenser la perte d'efficacité. On prétend qu'il faut hausser considérablement les frais de scolarité pour pallier la crise du financement. On prétend également qu'une telle mesure assurera un enseignement de qualité et favorisera des habiletés sociales afin d'être « concurrentiel » dans l'économie du savoir. Ces importantes hausses de frais de scolarité présagent la « déréglementation » des frais de scolarité. En autorisant la déréglementation, les gouvernements offrent aux universités la liberté d'augmenter les frais de scolarité. En d'autres termes, les établissements d'enseignement peuvent ainsi fixer le montant des frais de scolarité sans requérir l'approbation du gouvernement.

La déréglementation des frais de scolarité est un phénomène qui s'est répandu parmi les facultés au cours des dernières années. En peu de temps, les frais ont augmenté de 40 à 700 p. 100. Il y a de très bonnes raisons de croire que de fortes hausses des frais de scolarité entraînent naturellement la déréglementation. Appliquée à toutes les facultés universitaires, cette mesure est donc un fait sans précédent dans les établissements canadiens. À l'heure actuelle, les administrateurs de l'Université Queen's veulent obtenir la déréglementation des frais de scolarité malgré le tollé de protestations des étudiants et des professeurs. Il est largement admis que la décision de l'université pourrait avoir un effet domino dans toutes les universités.

Les médias régionaux et nationaux ont rendu compte des conséquences négatives de la déréglementation, notamment la réduction de l'accessibilité aux études postsecondaires sauf pour les bien nantis et les boursiers et les futurs superendettés. Des données prouvent que la participation aux programmes universitaires des facultés dont les frais des scolarité sont déréglementés est de plus en plus limitée aux étudiants issus de familles aisées.

Un lourd endettement signifie des montants considérables à rembourser, ce qui oblige les étudiants, une fois leur diplôme en poche, à éviter les emplois importants mais mal rémunérés et à se dénicher un poste comportant une rémunération élevée. Les fortes hausses des frais de scolarité ont commencé à freiner les progrès faits en matière d'équité pour les femmes et les groupes défavorisés dans les domaines nécessitant une formation universitaire intensive. Les étudiants et d'autres groupes dénoncent le système à deux vitesses des universités, celui des « bien nantis » et des « démunis », qui augmente les frais de scolarité de manière excessive.

Il est intéressant de signaler la part des revenus de fonctionnement que représentent les recettes réalisées grâce aux frais de scolarité depuis le début des années 1990. Au cours des dix dernières années, la part des frais de scolarité dans le budget de fonctionnement de mon établissement, soit l'Université du Manitoba, est passée de 15 à 24 p. 100, à l'Université Queen's, de 18 à 37 p. 100, à l'Université de Calgary, de 19 à plus de 40 p. 100. Une bonne partie de ces hausses s'est probablement produite sans la déréglementation. Quel scénario nous attend en ce qui concerne le financement des universités? Est-ce que les fortes hausses des frais de scolarité sont la meilleure solution?

La déréglementation nous prive de nos valeurs fondamentales que sont la persévérance, la coopération, la globalité et l'égalisation. Inspirés et aveuglés par la hâte de financer à tout prix des établissements de calibre mondial, les administrateurs appliquent la déréglementation des frais de scolarité et de fortes hausses des frais de scolarité qui mettent en valeur et accélèrent la séparation entre nos universités, d'une part, et les collectivités et le pays qu'elles desservent, d'autre part. Les établissements locaux deviennent un territoire ennemi. Les frais de scolarité deviennent exorbitants pour les étudiants, ce qui contribue à favoriser la privatisation larvée de nos universités.

Les hausses massives des frais de scolarité démoralisent nos étudiants et les conséquences néfastes s'amplifieront à l'avenir à tous les paliers de la société. La déréglementation n'est pas une solution à la crise du sous-financement des établissements d'enseignement postsecondaire. ■

Traduit de l'article « Funding Crunch Sends University Tuition Soaring », *Bulletin*, janvier 2002.

Real Tuition Highest Since 1860s

By JACALYN DUFFIN

FIRST business, then medicine, then law, and now everyone. The handwriting is on the wall. Tuition at Queen's University is going up again soon, and by a lot. Principal Bill Leggett wrote that deregulation of tuition across our university could be good for us. He claimed that higher tuition has improved medical training, and with a complicated financial analysis, he predicts that further hikes across the entire university need pose no barrier to access.

I disagree and am disappointed with his failure to examine the available evidence, both from the present and from the past. Higher medical tuition has not improved the quality of education, and the students know it. Tuition also seems to be raising the barriers to access, as it already did in the past. Family wealth rather than aptitude will further determine who gets to be educated. In other words, the intellectual gene pool for university admission may be shrinking.

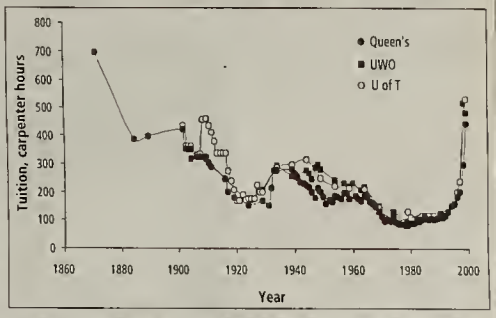
Universities have a difficult job when the province refuses to provide sufficient funds even to cope with inflation. Tuition hikes are an obvious solution to compensate for the difference, and Leggett puts a brave face on a desperate measure. The students occupying his office this week seem to understand that. But before pronouncing on the harm (or lack of harm) in raising fees, we should examine the question with evidence and research. The little information now available warns us to go slowly.

First, we have been here before. In 1853, the government at Toronto decided it was inappropriate to provide public funds for education in the "lucrative professions" of medicine and law; support was stopped. Sound familiar?

The experiment failed. Funding was restored in 1887. The reasons are interesting: the public was deemed to be the beneficiary of good professional training; therefore, the public should invest in that training.

Second, medical school tuition quadrupled over the last five years. But higher tuition has not yet improved the quality of education. As the former elected chair of the Queen's Faculty of Health Sciences, I am aware that class sizes have been growing, rooms are inadequate, sufficient tutors for important small-group teaching are difficult to find. Recent improvements have been the result not of higher tuition but of generous gifts energetically sought. Students see the irony: educational quality slips while they pay more. Our faculty is working hard and well to simply maintain our traditionally high standards. The tuition hikes help to barely meet that minimalist goal.

Third, my research shows that recent increases have returned medical tuition to levels not seen for more than a century — making higher education the purview of an elite few. Since the mid-19th century when the schools were founded, tuition rose steadily in actual dollars. When converted to dollars of equal value, however, it seemed to remain stable until the late 1980s and the 1990s, when it soared exponentially.



Average annual tuition at three Ontario medical schools, 1860-1999, in terms of "carpenter hours"*

From a low of 83 hours, tuition has soared back beyond 700 hours in terms of carpenter labour.

The hikes are even more sobering when the fees are compared to a worker's wages across the 150 years. The graph displays tuition in three Ontario medical schools in terms of "carpenter wages." From a high of 700 hours of labour for one year of medical training in 1860, this indicator declined steadily during much of the history of our country. A low of 83 hours of carpenter labour was reached in the late 1970s, when some of our current leaders were themselves students. And in the last decade, under the direction of those educated most economically at public expense, tuition has soared back beyond 700 hours in terms of carpenter labour — reversing a century and a half of increasing access.

Finally, several other research projects also show that wealth may determine who will go to university and who will become a professional. For example, through careful surveys, medical students from across the country demonstrated that they come from the wealthier segments of the population. Last summer, a consortium of Queen's students and faculty drawn from several sectors of the university began to assess these matters historically and demographically. The results are not encouraging for those who are sanguine about tuition hikes; they imply that the exclusion of lower-income contenders occurs after high school, within universities. We need to know more.

Why should we care? Equality of access is most important, but we should also keep education relevant to our society. A narrowing of the educated will result in a narrowing of their usefulness. Among the most needed practitioners of medicine, law, and education are those who are prepared to serve where demand is greatest — in rural or inner-city areas — knowing that they will never become rich. We also need people who are willing to investigate interventions based on the social determinants of health. We do not know, but we should be prepared to imagine that people with these aptitudes may come themselves from disadvantaged backgrounds. Already, however, they are disproportionately excluded from education.

This demographic narrowing occurred long ago in the United States. How did the high cost of fees at all American schools contribute to that problem? Surprisingly enough, that is unknown. Maybe we should find out before we convince ourselves that undergraduate tuition hikes will do nothing to damage equality in Canada.

Rich professionals should be required to pay for their education. In a society prizing itself on equality of access, that payment must be in the form of a reimbursement made when they become rich: stiff taxes appropriately directed to education. The province of Ontario seems to have forgotten that mechanism — a forgetting (if not suppression) that is euphemistically called "facing reality" in a recent Queen's document.

Historians are not obliged to do the same. Certainly, other parts of Canada and the world seem to be able to live in other "realities." Queen's should not rush to embrace and extend the privatization fad, a pedagogical manoeuvre Ontario deemed to be an error long ago. Queen's will not be the first institution bent on repeating the past.

It is high time we abandoned the pretense that tuition deregulation is a boon rather than a stopgap, that tuition hikes are good for society, that the naked emperor is well clothed. As privileged scholars and citizens, let us engage with the real question, which is intellectual, philosophical and political. ■

Jacalyn Duffin is a hematologist and historian who holds the Hannah Chair of the History of Medicine at Queen's University.

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* "What goes around, comes around: a history of medical tuition" — Reprinted from, with permission of the publisher, CMAJ 9 January 2001; 164 (1) 50-6
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Les communautés rurales et isolées sont les plus touchées par la pénurie de fonds

Paul Ramsay

Jamie Campbell

Maureen Shaw

UN ancien ministre de l'Éducation de la Colombie-Britannique et ex-président du Conseil des ministres de l'Éducation (Canada) affirme que les universités et collèges du pays souffrent à cause d'un manque de leadership et de volonté des élus.

Paul Ramsay a fait ce commentaire lors de sa première intervention publique depuis son départ de la politique, à l'occasion des audiences sur l'avenir de l'enseignement postsecondaire organisées par l'ACPPU à Prince George le mois dernier.

« À mon avis, il existe un manque flagrant de plan cohérent pour l'enseignement postsecondaire dans ce pays », a-t-il déclaré le 17 janvier. « Nous semblons incapables de nous mobiliser, en tant que pays, pour déterminer les buts du système, nous entendre sur sa taille et sur les principes d'accès et de soutien. Nous déléguons plutôt la tâche à une myriade d'organismes fédéraux et à dix gouvernements provinciaux. On se demande même si, à tout moment donné, seulement deux ou trois de ces gouvernements provinciaux sont sur la même longueur d'onde. »

« Il existe un manque flagrant de plan cohérent pour l'enseignement postsecondaire dans ce pays. »

Il a dit que le Canada doit bâtir un système national d'enseignement postsecondaire vigoureux mais que ni le gouvernement fédéral ni les provinces ne s'engagent à faire le travail.

« Il n'y a pas d'engagement fédéral envers l'enseignement postsecondaire », a ajouté M. Ramsay. « Et, avec tout le respect que je dois à mes anciens collègues, le Conseil des ministres de l'Éducation (Canada) n'est pas en mesure d'assumer cette tâche. L'adoption d'une loi fédérale sur l'enseignement postsecondaire, suggérée par l'ACPPU, constituerait un pas dans la bonne direction. Sans cette prise en charge au palier fédéral, nous n'aurons jamais la volonté nationale d'édifier un système d'enseignement supérieur assez conséquent et accessible pour répondre aux besoins de ce pays. »

Les audiences de Prince George, menées sous l'égide des associations des corps professoraux de l'University of Northern British Columbia, du College of New Caledonia et de la College Institute Educators' Association of B.C., sont les troisièmes d'une série de consultations publiques organisées par l'ACPPU pour mettre en évidence les difficultés que rencontrent les universités et collèges du Canada.

La population étudiante, le corps professoral, l'administration des universités et collèges, ainsi que les groupes communautaires ont comparu devant le comité présidé par Wendy John, directrice régionale associée générale du bureau régional de la Colombie-Britannique du ministère des Affaires indiennes et du Nord, Murry Krause, président du conseil d'administration du College of New Caledonia et directeur général de la Central Interior Native Health Society, et Anne Martin, présidente de la Prince George Regional Art Gallery Association et ancienne vice-présidente du conseil d'administration de l'UNBC.

Selon David Russell, étudiant à l'UNBC, la question la plus cruciale qui se pose pour l'enseignement postsecondaire est la pénurie de fonds publics : « Le moyen le plus facile de trouver de l'argent est de hausser les droits de scolarité. Mais si nous laissons ces droits grimper jusqu'à ce qu'ils couvrent les coûts, nous commencerons à voir que seuls les riches s'éduqueront ».

La Colombie-Britannique a gelé ou réduit les droits de scolarité depuis 1996, mais les groupes étudiants craignent que le gouvernement libéral nouvellement élu n'élimine ce gel.

« Une hausse importante des droits de scolarité peut avoir un effet dissuasif », a expliqué Nedinska MacEachern, directrice des affaires extérieures de la Northern Undergraduate Student Society à l'UNBC. « Je pense qu'une hausse des droits de scolarité entraînera un déclin de la diversité de la population étudiante. »

M. Ramsay a avancé que le débat ne devrait pas porter seulement sur le gel ou le dégel des droits de scolarité mais sur leur élimination pure et simple.

« Il est temps d'avoir un débat national afin de déterminer si nous devrions faire payer des jeunes et des moins jeunes pour qu'ils puissent aller au collège ou à l'université », a-t-il déclaré. « Nous avons pris cette décision pour l'enseignement secondaire il y a longtemps quand nous avons réalisé qu'un diplôme du secondaire était profitable non seulement pour les diplômés mais pour la société. Je pense que le même raisonnement vaut pour l'enseignement postsecondaire aujourd'hui. Certains de nos concurrents du marché international ont déjà pris ces décisions. Et si l'Irlande peut le faire, pourquoi diable le Canada ne le pourrait-il pas? »

Selon Jamie Campbell, étudiant aux cycles supérieurs à l'UNBC, pour les étudiants de son niveau, les problèmes de financement *font* qu'il y a moins de professeurs pour les superviser, que les assistants d'enseignement doivent travailler plus pour le même salaire et que moins de cours des cycles supérieurs sont offerts.

« Il existe une grave pénurie de professeurs, surtout dans des postes permanents ou menant à la permanence », a ajouté M. Campbell. « Trop souvent, on pallie la pénurie en embauchant des chargés de cours qui sont qualifiés mais ne peuvent pas assumer toutes les tâches que des titulaires de postes permanents ou menant à la permanence doivent assumer. Il faut plus de postes de professeurs pour assurer une supervision appropriée aux cycles supérieurs, pour alléger la tâche des assistants d'enseignement, pour réduire la taille des classes et pour accroître le choix de cours. »

Les administrations universitaires recourent de plus en plus à des contractuels pour réduire les coûts estime Ian Birch, chargé de cours à l'UNBC : « Des ghettos de personnel enseignant se forment dans les universités à l'échelle du pays. Nous avons souvent les plus grandes classes, les classes dont personne ne veut. Certains chargés de cours ne peuvent même pas aller aux réunions concernant les programmes et n'ont par conséquent pas l'occasion de donner leur opinion sur la façon dont leur programme fonctionne. »

Il a ajouté que la situation précaire des chargés de cours a de graves conséquences sociales : « Craignant de perdre leur emploi, les chargés de cours limitent inévitablement ce qu'ils disent dans la salle de classe. Cette attitude ne sert pas du tout l'intérêt public car ils ne sont peut-être pas aussi critiques qu'ils le devraient du monde qui les entoure. »

Pour sa part, Darwyn Coxson, président de la Confederation of University Faculty Associations of British Columbia et professeur à la UNBC, estime que la localisation de son université dans un milieu rural et isolé est un attrait pour certaines personnes mais qu'à cause du manque de soutien à l'enseignement et à la recherche, il est difficile de garder les membres du corps professoral.

« Il ne se passe pas une semaine sans que je parle à quelqu'un qui a été sollicité pour aller travailler ailleurs », a-t-il affirmé. « J'affecte des professeurs à des étudiants et avant qu'une étudiante ou un étudiant finisse un programme d'études supérieures, je dois trouver une ou un autre professeur car le roulement est très élevé. »

Terry Weninger, président du College of New Caledonia, admet que les établissements postsecondaires des collectivités rurales et isolées sont confrontés à des défis uniques, et met en garde contre le fait que la capacité du système de répondre aux besoins de ces collectivités « frise dangereusement l'effondrement ».

« Parfois, nous n'osons pas mettre les problèmes en évidence par peur de sembler servir nos propres intérêts. Mais le système collégial et le CNC en particulier ont trois problèmes : financement, financement et financement. En tant que collège, nous n'avons jamais eu autant de difficultés financières qu'aujourd'hui. »

M. Weninger a ajouté que les collèges comme le CNC qui servent des collectivités rurales et isolées ont de sérieux désavantages sur le plan financier mais qu'on s'attend à ce qu'ils contribuent plus que les autres au développement social et économique des collectivités locales.

Charles Jago, président de l'UNBC, a aussi fait remarquer que l'on attend beaucoup des collèges et universités des régions rurales et isolées mais que les fonds nécessaires pour remplir cette mission publique ne sont pas toujours fournis : « Je me souviens du temps où 'rural et isolé' avait une signification positive. Mais maintenant, 'rural et isolé' est associé à soins de santé insuffisants et peu de services sociaux ».

« Il est primordial d'attirer l'attention sur le rôle de l'enseignement postsecondaire dans les économies régionales. Je ne suis pas certain que l'on ait bien pris conscience de ce rôle en Colombie-Britannique, de son caractère vital et de l'importance d'allouer un financement public approprié pour avoir l'assurance que ces établissements puissent accomplir ce que le public attend d'eux. »

Andrew Yellowback, aîné autochtone et membre du conseil d'administration du CNC, a comparu aux audiences pour souligner que la population autochtone demande de plus en plus à obtenir une formation postsecondaire et qu'il est nécessaire que les gouvernements en tiennent compte.

« L'accès à l'enseignement postsecondaire est vital parce que chaque grade conféré à une personne autochtone représente un progrès non seulement de la personne ou de la collectivité en particulier, mais de toute la race humaine. Chaque grade conféré est une rebuffade aux insultes raciales à l'endroit des peuples autochtones et justifie la foi de ceux qui persévèrent lorsque l'avenir semble sans espoir. »

Quoique les participants aux audiences aient exhorté les gouvernements fédéral et provinciaux à accroître le financement de l'enseignement postsecondaire, on craint que le gouvernement de la Colombie-Britannique ne soit déterminé à sabrer encore plus les services.

« Nous avons appris que la plupart des ministères provinciaux effectueront des réductions de 20, 35 ou même 50 pour 100, et que les dépenses aux titres de la santé et de l'éducation seront gelées pour trois ans », a fait remarquer George Davidson, président de l'association des professeurs du College of New Caledonia. « À cause des inscriptions et des coûts qui augmentent plus rapidement que le taux d'inflation, un gel est en fait une réduction. Je recommande que le gouvernement provincial révise son approche des réductions d'impôt et des services publics. »

La présidente de la CIEA, Maureen Shaw, a réitéré les préoccupations concernant le gel du financement : « Face au besoin pressant d'accroître les services d'éducation, le gel de trois ans des fonds aura des conséquences néfastes sur l'accès et sur la qualité des programmes et services de nos établissements ».

Les audiences de l'ACPPU sur l'avenir de l'enseignement postsecondaire se poursuivront jusqu'en avril et se dérouleront à Fredericton, St. John's, Sudbury, Toronto, Vancouver et Windsor. ■

Remote Communities Hard Hit by Funding Shortfall

A former British Columbia Minister of Education and chair of the Council of Ministers of Education Canada is warning the nation's universities and colleges are suffering because of a lack of political leadership and will.

Paul Ramsay made the comments in his first public appearance since leaving politics at a hearing on the future of post-secondary education hosted by CAUT in Prince George last month.

"It is my belief that there is a stunning lack of a coherent plan for post-secondary education in this country," Ramsay said Jan. 17. "We seem incapable of coming together as a nation and setting out our goals for a system, agreeing on a size we need to have, and agreeing on principles of access and support for it. Instead, we constantly devolve it to a myriad of federal agencies and 10 provincial governments. At any time it is remarkable if just two or three of those provincial governments are even reading off the same page."

He said Canada must build a strong national post-secondary education system, but that neither the federal government nor the provinces are committed to the task.

"We do not have a commitment to post-secondary education at the federal level," Ramsay said. "And with all due respect to my former colleagues, the Council of Ministers of Education in Canada is not capable of filling that role. The suggestion of CAUT for a federal post-secondary education act would be one step in the right direction. Without that leadership at the national level we will not achieve the national will to build a post-secondary education system with sufficient capacity and access to meet the needs of this country."

Wendy John

Murry Krause

Anne Martin

The hearings in Prince George, jointly hosted with the University of Northern British Columbia Faculty Association, the Faculty Association of the College of New Caledonia, and the College Institute Educators' Association of B.C. were the third in a series of public events CAUT is organizing to highlight the challenges facing universities and colleges in Canada.

Students, faculty, university and college administrators, and community groups appeared at the hearings chaired by Wendy John, associate regional director general of the Department of Indian and Northern Affairs; Murry Krause, College of New Caledonia board chair and executive director of the Central Interior Native Health Society; and Anne Martin, president of the Prince George Art Gallery and former vice-chair of the UNBC board of governors.

"There is a stunning lack of a coherent plan for post-secondary education in this country."

UNBC student David Russell said the most critical issue facing post-secondary education is the lack of public funding.

"The easiest way to find money is by increasing tuition," Russell said. "But if we let tuition rise to match costs, we'll start seeing only the wealthy getting an education."

British Columbia has frozen or reduced tuition fees since 1996, but student groups are fearful the newly-elected Liberal government will eliminate the freeze.

"If tuition increases significantly, that may turn away some of our students," noted Nedinska MacEachern, director of external affairs with the Northern Undergraduate Student Society at UNBC. "I think you'll see less of a diversity among the student population as a result of increased tuition."

Ramsay argued the debate shouldn't be limited to whether or not the freeze should be lifted, but whether fees should be eliminated altogether.

"It is time to have a national debate on whether we should be charging our young people and not so young people to attend college or university," Ramsay said.

"We took that decision on secondary education years ago when we recognized that having people graduate with a high school diploma was value not just to them but to all of us. I think the same is true of post-secondary education now. Some of our competitors on the international market have already made those decisions. And if Ireland can do it, why on earth can't Canada?"

UNBC graduate student Jamie Campbell said funding woes have affected graduate students insofar as there are fewer professors to supervise graduate students, that graduate teaching assistants are required to take on more work for the same pay, and that fewer graduate courses are being offered.

"There is a severe shortage of professors, specifically tenured or tenure-track," Campbell said. "Too often shortages are filled with sessional instructors who are qualified educators, but cannot take on all the duties that tenured or tenure-track professors must. More professor positions are needed to provide adequate graduate supervision, to decrease the pressure on teaching assistants, to lower class size and expand course availability."

University administrators are increasingly making use of contract academic staff to trim costs, said UNBC sessional instructor Ian Birch.

"There is a ghettoization within universities with regards to teaching staff that is systemic within Canada," Birch said. "We tend to get the largest classes to teach, the classes that no one else wants to teach. Some sessionals can't even go to program meetings so they don't even have a voice in the way their program operates."

He added the vulnerability sessionals face has serious social consequences.

"When you have sessionals teaching university courses and they're afraid of losing their jobs, inevitably it puts them within certain bounds of what they're going to say in the classroom," Birch said. "That's very destructive to the public interest because they may not be as critical as they should be of the world around them."

Darwyn Coxson, president of the Confederation of University Faculty Associations of British Columbia and a faculty member at UNBC, said his university's location in a rural and remote environment is an attraction for some but the lack of support for teaching and research makes it difficult to keep faculty.

"If we let tuition rise to match costs, we'll start seeing only the wealthy getting an education."

"There isn't a week that goes by that I don't talk to somebody who's been approached to take a job elsewhere," Coxson said. "I line up students with instructors and before one student can even finish a graduate program I'm busy finding someone else because the turnover rate is so high."

CNC president Terry Weninger agreed that post-secondary institutions in rural and remote communities face unique challenges and warned the college system's ability to respond to the needs of these communities is "perilously close to collapsing."

"Sometimes we are too timid when it comes to outlining the challenges for fear of appearing to be self-serving," Weninger said. "But there are three challenges facing the college system and CNC in particular: funding, funding, and funding. We have as a college never faced such financial challenges as we do today."

Weninger said colleges like CNC that serve rural and remote communities face serious funding disadvantages but are expected to be even more involved in the economic and social development of local communities.

UNBC president Charles Jago also noted there are higher expectations placed upon colleges and universities in rural and remote regions but that the funding to fulfill that public mission is not always provided.

"I remember when R&R used to mean something positive," Jago said. "But rural and remote – that R&R – means inadequate health care and a poor level of social service.

"The need to draw attention to the role of post-secondary education within regional economies is of paramount importance. I'm not sure there is a good enough appreciation of this within the province of British Columbia – of just how vital that role is and of how important appropriate levels of public funding are to ensure these institutions can do what the public expects them to do."

Andrew Yellowback, a native elder and CNC board member, appeared at the hearings to highlight the need for governments to recognize the growing demand within the Aboriginal population for post-secondary education.

"Access to post-secondary education is critical because every degree conferred on an Aboriginal person represents an advancement of not just a particular individual or community, but the whole human race," Yellowback said. "Every degree conferred is a repudiation of all the racial slurs against Aboriginal people's humanity and *justifies the faith of those who kept* going when the future seemed hopeless."

While participants at the hearings urged both the federal and provincial governments to increase funding for post-secondary education, there was concern the B.C. government was determined to further cut services.

"We've heard the announcement that most provincial ministries will be cut by 20, 35, or even 50 per cent, and that health and education spending will be frozen for three years," noted George Davison, president of the College of New Caledonia faculty association. "Because of growing enrolments and costs that increase faster than the rate of inflation, a freeze is in effect a cut. I'd recommend the provincial government revisit their approach to tax cuts and cuts to public services."

CIEA president Maureen Shaw echoed the concerns about the funding freeze.

"Given the critical need for more education, the three-year funding freeze is going to hurt student access and the quality of programs and services our institutions offer," she warned.

CAUT's hearings on the future of post-secondary education will continue until April with events scheduled for Fredericton, St. John's, Sudbury, Winnipeg, Toronto, Vancouver and Windsor. ■

UNBC president Charles Jago and CNC president Terry Weninger face the serious funding challenges of rural colleges.

Doctors bloody well know better

For centuries, learned medical professionals and quacks alike believed that their patients' well-being rested in the managed balance of blood, phlegm, yellow bile and black bile. To correct imbalances in these "humours," they regularly employed blood lettings, leeches, cauterizations and other outrageous treatments.

For the patient, it was no laughing matter; the unpleasant procedures seldom yielded the intended results. And yet, for over a thousand years, the balancing of the humours was the foundation of medical care. Will our healing methods seem equally preposterous and (dare we say) humorous to the generations that follow? Time alone will tell.

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Conciliation Fails at Dalhousie

AFTER two days of meetings, conciliation talks between the Dalhousie Faculty Association and the university broke off Jan. 23. Members of DFA will be in legal strike position following a 14-day "cooling-off" period after the conciliator files his report.

The faculty association has not yet set a strike date. DFA president Andy Wainwright said the association is still willing to attempt a settlement at the bargaining table. In November, 71 per cent of the 772-member bargaining unit voted to support strike action. ■

La convention collective de l'UQAC : un pas vers le respect

LE 5 novembre 2001, les chargées et chargés de cours de l'Université du Québec à Chicoutimi (UQAC) ont voté à l'unanimité pour l'acceptation d'une entente de principe intervenue entre le syndicat et l'université. La grève, annoncée pour le 6 novembre, a donc été évitée de justesse.

Le règlement permet aux chargées et chargés de cours de Chicoutimi d'obtenir un rattrapage salarial en parité avec les collègues chargés de cours des autres universités (une charge de cours vaudra près de 6 000 $ à partir de 2002). Une présence accrue aux instances de l'université ainsi qu'à divers comités favorise une plus grande intégration des chargés de cours à la vie universitaire. De plus, durant la durée de la convention, le fonds d'intégration triplera. Les chargés de cours pourront ainsi réaliser un plus grand nombre de projets d'intégration liés à la pédagogie et à l'encadrement des étudiantes et étudiants.

« Ce règlement est survenu après dix-huit mois de négociation », a dit Marie Blais, déléguée à la coordination du Regroupement université de la Fédération nationale des enseignantes et enseignants du Québec (FNEEQ-CSN). « Le point tournant fut sans nul doute le vote de grève du 11 octobre dernier. Cette décision a démontré de façon tangible la détermination des chargées et chargés de cours. »

Cette mobilisation a de plus suscité des appuis concrets de la part des 8 000 chargées et chargés de cours des universités regroupés au sein de la FNEEQ-CSN qui sont venus, de tous les coins du Québec, appuyer leurs collègues de l'Université du Québec à Chicoutimi.

Les membres de l'Intersyndicale des chargés de cours, qui regroupe près de 9 000 chargés de cours au Québec, ont manifesté leur appui par l'intermédiaire des journaux locaux. Les membres de la coalition « Campus Equity Week » de la FNEEQ-CSN, qui regroupe des associations d'enseignants à statut précaire de toute l'Amérique du Nord, ainsi que de l'ACPPU ont aussi envoyé des messages d'appui.

« Les résultats obtenus sont un nouveau pas vers la reconnaissance de la contribution des chargées et chargés de cours », a affirmé Mme Blais. « Beaucoup reste à faire. Ces pas sont également le fruit d'une solidarité intersyndicale et le syndicat des chargées et chargés de cours de UQAC tient tout particulièrement à remercier l'ACPPU pour son appui. » ■

State of the National Archives

THE National Archives of Canada has asked the public to help make it more accessible. A National Archives spokesman said the NAC has initiated a new project, Accessible Archives, which it expects to implement by 2008. The NAC is asking people to complete an online questionnaire, and is also inviting comments on a draft Vision for Access.

The NAC acquires and preserves public and private documents of permanent national interest. Its collections include 21 million photographs, two million maps and architectural plans, 142,000 linear metres of textual documents, films, videos and sound recordings (comprising over 337,000 hours of listening and viewing), 330,000 works of art, three million gigabytes of electronic records, 800,000 philatelic items, and a variety of other records.

The NAC online questionnaire and the Vision for Access document are available at http://accessible.archives.ca. ■

Call for Applications

2002-2003 ACUNS Dissertation Award Program

The Academic Council on the United Nations System is accepting applications for its competitive award program from social scientists or the equivalent for legal scholars. This $10,000 award can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, the award will be disbursed in July 2002 for the period 1 July 2002 to 30 June 2003.

A completed application will include a 3-to-4 page description of the applicant's dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. Applicants must be (or must become) ACUNS members. Completed applications must be postmarked no later than 15 March 2002. For further guidelines and an application form, please contact:

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L'Ontario dit non à la déréglementation des frais de scolarité des universités

Le gouvernement de l'Ontario a rejeté le projet de l'Université Queen's visant à permettre aux universités de la province de fixer le montant des frais de scolarité des programmes d'arts du premier cycle.

Le recteur de l'Université Queen, William Leggett, a demandé à la ministre des Universités, Dianne Cunningham, de supprimer complètement la limite annuelle de deux pour cent imposée par la province aux hausses de frais de scolarité du premier cycle.

« Le projet de Queen's a fait l'objet d'un examen attentif par rapport à tout le secteur de l'enseignement postsecondaire », a déclaré M^me^ Cunningham dans une lettre adressée le 23 janvier à M. Leggett. « Je vous informe que le gouvernement n'est pas prêt à faire une exception au système réglementé des frais de scolarité pour l'instant. »

L'Université Queen's exerce des pressions auprès du gouvernement provincial depuis plus d'un an afin qu'il déréglemente les frais de scolarité du premier cycle. La question a soulevé un tollé de protestations à l'université et a poussé les étudiants à occuper le bureau du recteur en janvier.

« Compte tenu de la forte opposition à ce projet qui permettrait de hausser sans limite les frais de scolarité des programmes de premier cycle à l'Université Queen's, le gouvernement a pris une décision prudente », a déclaré Joel Duff, président pour l'Ontario de la Fédération canadienne des étudiantes et étudiants. « Le gouvernement doit maintenant prendre des mesures pour réglementer tous les frais de scolarité afin que les études postsecondaires demeurent abordables pour tous les Ontariennes et Ontariens.

PHOTO: PETER BOYLE-KINGSTON & DISTRICT LABOUR COUNCIL

Les étudiants ont occupé le bureau du recteur Leggett en janvier.

M. Duff a fait remarquer que les frais de scolarité de certains programmes professionnels comme le commerce, la médecine et le droit, ont grimpé en flèche après que le gouvernement a déréglementé leurs frais de scolarité. Les frais de scolarité de l'école de médecine de l'Université Western Ontario sont passés de 4 844 $ à 10 753 $. L'Université de Toronto envisage d'augmenter les frais de scolarité annuels des étudiants en droit à 22 000 $.

M. Leggett s'est dit déçu de la décision du gouvernement et a aussitôt prévenu que l'université devrait retrancher huit millions de dollars de son budget, soit l'équivalent de 80 postes de professeur à temps plein.

« Je ne veux pas créer l'impression qu'il n'y aura aucun licenciement ou aucune réaffectation parmi les employés syndiqués ou le personnel de soutien », a affirmé M. Leggett dans une note de service adressée à toute l'université. « J'aimerais pouvoir le garantir mais, de toute évidence, l'attrition ne peut à elle seule compenser la ponction de huit millions de dollars. Je m'attends à la suppression d'un certain nombre de postes. »

Selon les opposants à la déréglementation cependant, M. Leggett essaie simplement de semer la dissension entre le corps professoral et la population étudiante.

« M. Leggett montre qu'il tient plus à son projet de déréglementation des frais de scolarité qu'à la qualité de l'enseignement à l'université », a déclaré la Coalition Against Deregulation. « La suppression de ces emplois est une tentative de diminuer la qualité de l'éducation à l'Université Queen's pour montrer que, sans déréglementation, la qualité s'en ressent. C'est une mesure punitive et inutile. Nous savons tous que l'université dispose d'une fondation de plus de « 200 millions de dollars. »

Pendant que l'Université Queen's menait sa croisade auprès du gouvernement en faveur de la déréglementation des frais de scolarité, les universités de Waterloo et Wilfrid Laurier appuyaient également l'idée. ■

UofT Pensioners Seek Redress in Mediation

The four retired women professors who launched a civil suit against the University of Toronto are moving into mediation.

In November, the Ontario Superior Court dismissed a certification for a class-action lawsuit involving more than 100 retired female faculty members for back pay and pension adjustments. The four plaintiffs, claiming women were paid on average 20 per cent less than men, say unequal pay resulted in "unjust enrichment" for the university and inequities in pension benefits for male and female retirees. In his ruling, Mr. Justice Arthur Gans said although he could find no grounds to certify the class-action, "there is a genuine issue" for trial.

Pensioners Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel and Cicely Watson hope the mediation process in place under Ontario's new civil justice reform strategy will offer redress. ■

Winnipeg Faculty Accept Offer

After months of negotiations, members of the University of Winnipeg Faculty Association ratified an agreement Jan. 9 for a one-year settlement. The collective agreement, for April 1, 2001 to March 31, 2002, contains modest improvements, which UWFA chief negotiator Ed Byard attributes to "bad timing." The UWFA negotiating team had a mandate to obtain a long-term agreement containing significant improvements to the salary scale and workload provisions. "We were in a difficult position," Byard said. "The board claimed the university's financial position was precarious and was unwilling to bargain long term." The agreement provides a $1,500 increase to the salary scales for all ranks, catch-up adjustments and full CDIs awarded for 2001-2002. "We attempted, within the limits of the money that was on the table, to address some of the salary scale inequities," Byard said. "It remains a high priority of UWFA to address other inequities in our salary scale in the contract covering 2002 and beyond." As well as improvements to benefits, the members' concerns over appointments, promotion and tenure were also addressed. ■

CIEA Welcomes Emily Carr Faculty

The 7,000 member College Institute Educators' Association of B.C. just got a little bigger. On Jan. 11, the 130 members of the Emily Carr Institute of Art and Design Faculty Association became Local 22 of CIEA.

CIEA president Maureen Shaw said she is delighted to have ECIAD faculty as members of CIEA.

"Faculty and staff in B.C. post-secondary education institutions are facing a good deal of turmoil in the coming year and I am pleased that Emily Carr faculty will be working more closely with their colleagues at this time," Shaw said.

She also said she believes the experience that Emily Carr faculty bring will strengthen CIEA.

Chris Czartoryski, president of ECIADFA, said the association worked closely with CIEA during the last round of bargaining and decided to formalize the relationship.

"We look forward to a productive working relationship and to wider links within the post-secondary system, and with labour and national organizations such as CAUT," Czartoryski said.

ECIAD is a degree-granting institution and its faculty are currently negotiating a new collective agreement. ■

Ontario Says No to Tuition Deregulation

☞ From PAGE A1

Joel Duff, Ontario chairperson of the Canadian Federation of Students. "The government must now act to re-regulate all tuition fees to ensure higher education remains affordable for Ontarians."

Duff noted that after the government lifted tuition caps on some graduate professional programs such as business, medicine and law, fees skyrocketed. Medical school tuition at the University of Western Ontario jumped to $10,753 from $4,844, and the University of Toronto is considering raising its annual tuition fee for law students to $22,000.

Leggett expressed disappointment with the government's decision, and immediately warned the university would have to trim $8 million – or the equivalent of 80 full-time faculty positions – from its budget.

"It [is] not my intention to create the impression that there would be absolutely no layoffs or redeployment at Queen's among unionized employees or support staff," Leggett stated in a memo to the university community. "I wish I could make this guarantee, but clearly a cut of $8 million cannot be achieved by attrition alone, and I expect there will be a number of positions that are eliminated."

Those who campaigned against deregulation, however, say Leggett is simply trying to sow dissension between faculty members and students.

"Leggett is showing that he cares more about his pet project of tuition deregulation than he does about the quality of education at Queen's," the Queen's Coalition Against Deregulation said in a statement. "Slashing these jobs is an attempt to drive down the quality of education at Queen's so as to manufacture evidence that quality suffers without deregulation. It is punitive and unnecessary. We all know Queen's has an endowment of more than $200 million." ■

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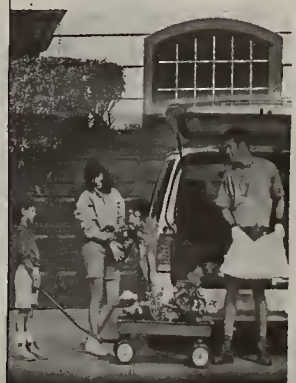

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Shaw Elected President of NUCAUT

MAUREEN Shaw, president of the College Institute Educators' Association of B.C. was elected interim president of the National Union of CAUT by representatives of the 12 faculty unions that are members of NUCAUT.

Brian Brown, president of the University of Windsor Faculty Association, was elected interim vice-president, and Don MacGillivary, past-president of the University College of Cape Breton Faculty Association of University Teachers, was chosen interim treasurer. They, along with NUCAUT executive director Jim Turk (who serves ex-officio), will constitute the NUCAUT national executive board.

The first NUCAUT convention will take place in Vancouver June 8-9, the weekend before the 2002 Canadian Labour Congress Convention.

NUCAUT locals will hold their next meeting April 25 in Ottawa.

Local associations considering joining NUCAUT can contact Maureen Shaw: mshaw@ciea.bc.ca or Jim Turk: turk@nucaut.ca. ■

Shaw élue à la présidence du SNACPPU

LES représentants des 12 associations locales membres du Syndical national de l'Association canadienne des professeures et professeurs d'université ont élu Maureen Shaw, présidente de la College Institute Educators' Association of B.C., à la présidence par intérim du syndicat.

Brian Brown, président de l'University of Windsor Faculty Association, a été élu vice-président intérimaire et Don MacGillivary, président sortant de l'University College of Cape Breton Faculty Association of University Teachers, a été choisi comme trésorier intérimaire. Ils composent le conseil syndical national du SNACPPU en plus de Jim Turk, directeur général du SNACPPU, qui y siège en tant que membre d'office.

Le premier congrès du SNACPPU aura lieu à Vancouver, les 8 et 9 juin, soit la fin de semaine précédant le congrès de 2002 du Congrès du travail du Canada.

Les sections locales du SNACPPU tiendront leur prochaine assemblée le 25 avril à Ottawa.

Les associations locales qui envisagent de se joindre au SNACPU peuvent communiquer avec Maureen Shaw : mshaw@ciea.bc.ca ou avec Jim Turk : turk@nucaut.ca. ■

B.C. Slashes Public Spending — Eliminates 12,000 Jobs

THE British Columbia government has unveiled a package of deep cuts in government spending and mass layoffs of public service workers in an attempt to meet its election pledge to cut taxes while balancing the provincial budget within three years.

In total, nearly 12,000 jobs or one-third of the public service is being eliminated. There are also stringent new rules affecting social assistance recipients and many services for the unemployed and those in need of retraining are being eliminated.

"We were elected with a clear mandate to restore sound fiscal management, revitalize economic prosperity and protect and renew health and education," Premier Gordon Campbell said at a news conference Jan. 17. "Government spending has increased far beyond our rate of economic growth over the past decade and is simply not sustainable."

However, commentators say the government's weakening fiscal outlook has more to do with a sagging economy and its tax-cutting agenda than with out-of-control spending.

"The notion that we can't afford our social programs, that B.C. is living beyond its means and has the most expensive social programs in the country is simply untrue," said Seth Klein, director of the B.C. office of the Canadian Centre for Policy Alternatives. "B.C.'s public sector is already the second smallest in Canada on a per capita basis and government spending relative to the size of the economy is the third lowest."

Despite the promises that education is being protected from the government's axe-wielding, critics say the province's colleges and universities will soon be facing hard times.

"While the liberal government's new era plan promised to strengthen post-secondary education, the direction it's taking now will hurt students and communities," said Maureen Shaw, president of the College Institute Educators' Association of B.C.

Shaw says the spending freeze being placed on the provincial Ministry of Advanced Education's budget explains why many important organizations and programs are being eliminated, including Training Assistance Benefits, Institutional Based Training Support, the Industry, Training and Apprenticeship Commission and the Contract Training Marketing Society. In addition, funding is being eliminated for the Kootenay School of the Arts, the three theological colleges located at the University of British Columbia, and the B.C. Centre for International Education.

The government also announced it is continuing to review the tuition freeze that has been in place since 1996, but in the meantime many students are already feeling the sting of the new era of spending restraint. The government is ending funding for Student Summer Works and Youth Community Action which assisted businesses and nonprofit organizations to hire students during the summer. The Work Study program, providing funding for universities and colleges to hire students in financial need, is also being scrapped along with the province's Graduate Assistantships grants. The Canadian Federation of Students says more than 10,000 students will be affected by the elimination of these programs.

In an unexpected move, the government revealed the Ministry of Advanced Education will be reorganized into two branches, one dealing with public institutions and the other dealing with private institutions.

"This unprecedented change is the clearest indication yet that the provincial government intends to substantially increase the role of private post-secondary education institutions in the province and give them the right to grant B.C. degrees," said Robert Clift, executive director of the Confederation of University Faculty Associations of British Columbia.

The Ministry's new strategic plan, unveiled the same day as the announced program cuts, promises to "create more choice for students by enhancing on-line learning, expanding transferability of credits earned between institutions and exploring the potential for pursuing degrees from a wider variety of institutions, both public and private."

Reflecting on the overall cuts, B.C. Federation of Labour president, Jim Sinclair, called the government's plans a "body blow to the province's economy and social fabric.

"The Premier is not just eliminating the livelihood of thousands of British Columbia families to pay for his reckless tax cuts. He's destroying child protection. He's slashing our ability to plan and deliver health services. He's gutting the tribunals that protect workers' rights. He's reducing public security. He's eliminating women's centres. He's destroying the agencies that work to generate jobs and investment."

Sinclair said the federation is moving ahead with Campaign B.C., a program of action to protest the cuts in services and staff.

CAUT president Tom Booth is encouraging faculty members to get involved in the campaign.

"The values that underline public education are under attack in B.C.," Booth said. "I think it will be important for university and college staff to work together in their local and provincial organizations and with coalition partners to help preserve the values we share."

The B.C. Federation of Labour's action plan, including a major rally and march in Victoria Feb. 23, is available at www.campaignbc.ca.

The B.C. government's full three-year economic and fiscal plan will be released Feb.19. ■

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Licenciements massifs et coupes sombres en Colombie-Britannique

Le gouvernement de la Colombie-Britannique a dévoilé un train de mesures de compressions draconiennes des dépenses et de licenciements massifs de fonctionnaires dans le but de réaliser sa promesse électorale qui est de réduire les impôts tout en équilibrant le budget d'ici trois ans.

Au total, près de 12 000 postes seront supprimés, soit le tiers de la fonction publique. De nouvelles règles strictes touchent les bénéficiaires de l'aide sociale et de nombreux services offerts aux chômeurs et aux personnes ayant besoin de recyclage sont éliminés.

« Les électeurs nous ont donné un mandat clair pour assainir les finances, relancer la prospérité économique, protéger et redonner un second souffle aux services de santé et d'éducation », a déclaré le premier ministre Gordon Campbell lors d'une conférence de presse le 17 janvier. « Les dépenses publiques ont dépassé le taux de croissance économique au cours des dix dernières années, ce qui est tout simplement intenable. »

Toutefois, les observateurs estiment que la faiblesse des perspectives financières du gouvernement est davantage attribuable au fléchissement de l'économie et au programme de réduction d'impôt qu'à des dépenses démesurées.

« Il est complètement faux de prétendre que nous ne pouvons pas nous offrir nos programmes sociaux, que la province vit au-dessus de ses moyens et qu'elle a les programmes sociaux les plus onéreux du pays », a soutenu Seth Klein, le directeur du bureau de la Colombie-Britannique du Centre canadien de politiques alternatives. « Le secteur public de la Colombie-Britannique est déjà le deuxième plus petit par habitant au Canada et les dépenses gouvernementales par rapport à la taille de l'économie arrivent au troisième rang parmi les plus faibles. »

Même si le gouvernement a promis de ne pas sabrer le budget de l'éducation, les critiques croient que les collèges et les universités de la province vivront bientôt des moments difficiles.

« Bien que le nouveau programme du gouvernement libéral promette de renforcer l'enseignement postsecondaire, son orientation actuelle touchera durement les étudiants et les collectivités », a affirmé Maureen Shaw, présidente de la College Insitute Educators' Association of B.C.

Selon Mme Shaw, le gel des dépenses imposé au budget du ministère de l'enseignement supérieur explique pourquoi de nombreux organismes et programmes importants sont éliminés, dont le programme d'aide à la formation (Training Assistance Benefits), le service de soutien à la formation dans les établissements (Institutional Based Training Support), la Industry, Training and Apprenticeship Commission et la Contract Training Marketing Society. De plus, la Kootenay School of the Arts, les trois collèges théologiques de l'University of British Columbia et le B.C. Centre for International Education ne seront plus subventionnés.

Le gouvernement a en outre annoncé qu'il poursuivait l'examen du gel des frais de scolarité en vigueur depuis 1996. Par ailleurs, de nombreux étudiants commencent déjà à ressentir les contrecoups de la nouvelle ère de restriction des dépenses. Le gouvernement cesse de subventionner le programme d'emplois d'été des étudiants (Student Summer Works) et le programme de partenariat communautaire (Youth Community Action) qui aide les entreprises et les organismes à but non lucratif à embaucher des étudiants pendant l'été. Le programme travail-études, qui octroie des fonds aux universités et aux collèges pour embaucher des étudiants démunis, est éliminé de même que les subventions pour les postes d'assistanat à l'intention des diplômés. La Fédération canadienne des étudiantes et étudiants estime que plus de 10 000 étudiants seront touchés par l'élimination de ces programmes.

De manière inattendue, le gouvernement a révélé que le ministère des études supérieures sera scindé en deux, une section s'occupera des établissements publics tandis que l'autre, sera responsable des établissements privés.

« Ce geste sans précédent montre incontestablement que le gouvernement provincial a l'intention d'accentuer sensiblement le rôle des établissements privés d'enseignement postsecondaire dans la province et de leur accorder le droit de conférer des grades », a déclaré Robert Clift, directeur général de la Confederation of University Faculty Associations of British Columbia.

Le nouveau plan stratégique du ministère, dévoilé le même jour que les réductions de programmes, promet d'offrir plus de choix aux étudiants en mettant en valeur l'apprentissage en ligne, en élargissant la transférabilité des crédits acquis d'un établissement à un autre et en explorant la possibilité d'étudier dans un plus grand choix d'établissements, tant publics que privés.

En parlant de l'ensemble des compressions annoncées, le président de la B.C. Labour Federation, Jim Sinclair, a qualifié les projets du gouvernement de coups durs pour l'économie et le tissu social de la province.

« Le premier ministre ne supprime pas seulement le gagne-pain de milliers de familles pour compenser son téméraire projet de réduction d'impôt. Il détruit également la protection de la jeunesse. Il réduit radicalement notre capacité à planifier et à dispenser des services de santé. Il anéantit des tribunaux qui protègent les droits des travailleurs. Il réduit la sécurité publique. Il élimine les centres des femmes. Il détruit les organismes qui créent des emplois et des investissements. »

M. Sinclair a annoncé que la fédération irait de l'avant avec le plan d'action Campaign B.C., qui vise à protester contre les réductions de services et de personnel.

Le président de l'ACPPU, Tom Booth, invite les professeurs à participer à la campagne.

« Les valeurs inhérentes à l'éducation publique sont attaquées en Colombie-Britannique », a déclaré M. Booth. « Je pense qu'il est important que le personnel des universités et des collèges collabore, au sein des associations locales et provinciales et avec une coalition de partenaires en vue de préserver nos valeurs communes. »

Le plan d'action de la Federation of Labour comprend un grand rassemblement et une marche à Victoria le 23 février. On peut le consulter à l'adresse www.campaignbc.ca.

Le gouvernement de la Colombie-Britannique rendra public le 19 février son plan financier et économique triennal. ■

March 8: Women Working in Solidarity

This year's celebrations of International Women's Week, set to kick-off March 3, will focus on "Working in Solidarity: Women, Human Rights, and Peace."

"This theme recognizes the influence and the crucial role played by women in conflict resolution, peace negotiations and seeking social justice on the local, regional, national and international scenes," said Benoit Robillard, communications officer for Status of Women Canada.

The theme deliberately draws attention to the tragic events of Sept. 11 and the situation of Afghan women. "Several individuals and women's organizations are becoming increasingly interested in the role of women in conflict resolution and peace negotiations," Robillard said. Both the National Action Committee on the Status of Women and the Fédération nationale des femmes canadiennes-française strongly condemned the U.S.-led war against Afghanistan.

Canadian women academics have played prominent roles in national and international debates about conflict resolution and peace building but are still fighting for recognition within the university community itself. The latest figures published by CAUT demonstrate that although women form a slight majority at the bottom of the academic totem pole, they dwindle down to a meager minority at the top.

A calendar of events for International Women's Week, culminating with International Women's Day on March 8, is available at the Status of Women Canada web site www.swc-cfc.gc.ca/iwd. ■

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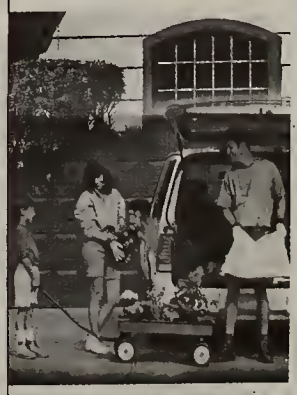

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FINAL CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely:
- CAUT President;
- Vice-President;
- Treasurer; and
- Two members-at-large.

Nominations are also being sought for election to positions on three of the four CAUT standing committees:
- Academic Freedom and Tenure — two vacancies;
- Librarians — two vacancies including the Chair; and
- CBEBC— two vacancies including the Chair.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2002.

EXECUTIVE COMMITTEE MEMBERS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (up to four per year) including fact-finding missions, drafting of documents, and other related duties.

Librarians Committee: Nominees for positions on the Librarians Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (up to four per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Collective Bargaining & Economic Benefits Committee: Nominees for positions on the CBEBC should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (up to four per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for the Chairs of the Librarians Committee and the CBEBC is two years. (Nominees for the position of chair normally must have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for *all* positions is March 1, 2002.

DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit :

- La présidence,
- La vice-présidence
- La trésorerie, et
- Deux postes de membres ordinaires de l'ACPPU.

En outre, nous sollicitons des candidatures à des postes à trois des quatre comités permanents de l'ACPPU :

- Deux postes au Comité de la liberté universitaire et de la permanence de l'emploi;
- Deux postes au Comité des bibliothécaires, dont celui de la présidence; et
- Deux postes au Comité de la négociation collective et des avantages économiques, dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2002.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi : Les candidats et candidates à des postes au Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires : Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité de la négociation collective et des avantages économiques : Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (jusqu'à quatre par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence du Comité des bibliothécaires et du Comité de la négotiation collective et des avantages économiques est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, prom. Queensview Ottawa (ON) K2B 8K2
Télécopieur : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du Formulaire d'information règlementaire à l'intention des candidats à un poste électif de l'ACPPU, dûment rempli, disponible auprès des associations de professeurs ou à www.caut.ca; et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique « Énonces de principe ».

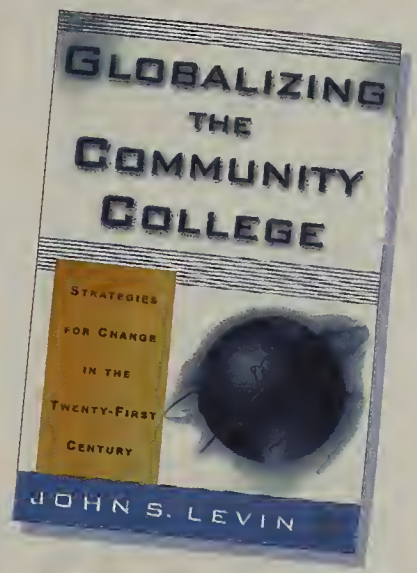
LA DATE LIMITE des mises en candidature est le 1er mars 2002.

How Global Market Forces Drive the New Vocationalism

Globallzing the Community College: Strategies for Change in the Twenty-first Century

John S. Levin. New York: Palgrave, 2001; 248 pp; hardcover $35.00 us; paper $19.95 us

By ROBIN WYLIE



This study by John Levin, a former Douglas College instructor and B.C. college administrator who is now professor of higher education at the University of Arizona, suggests we need to be vigilant about the "new vocationalism."

Levin examines seven community colleges (four Canadian and three American), focusing on the multiple impacts of the market on education. Three of Levin's Canadian colleges are in British Columbia – Vancouver Community College, Malaspina University College and University College of the Fraser Valley – and the other is in Alberta. The three American ones are in San Francisco, Seattle (Central City College) and the Hawaiian college system.

Levin uses globalization as a way of illustrating responses of community colleges to market pressures for a more targeted form of workplace training. In response to such pressures colleges have moved to increased reliance on private sector resources, a more corporate (or command) form of management, and to restructuring the workforce for greater productivity.

He begins by emphasizing how the importance of community colleges in the post-secondary system is little understood. In the United States, for example, 35 per cent of all post-secondary enrolments are in this sector and in Canada the figure is even higher, at more than 42 per cent.

Colleges are radically different from universities. They are comprehensive institutions meant to serve communities on an "open access" basis. Levin argues they have been designed not simply to serve local labour market needs, but, as well, to be agents of social mobility and change.

For Levin, globalization is a multidimensional process, one that challenges the community college's mandate economically, politically, culturally and technologically. Economically, the slowing of growth that began in the mid-1970s has progressively redefined education as workplace training. This redefinition is reflected in the decisions of provincial and state governments to reduce public grants, to boost student tuition and fees, and, by their persistent interventions, to force colleges into closer integration with the market.

Closer integration with the marketplace is seen in the creation of new bodies like contract training centers, in an increased emphasis on applied programs and degrees, and in the redefinition of continuing education as workforce upgrades.

The tilt to the market, Levin notes, is happening within new contexts. These include a growing internationalization of the North American workforce (as measured in a multicultural immigrant population and in offering education to an international student body) and the expanding potential, through electronic distance learning, to deliver instruction. New degrees of concentration and centralization appear in the market imposing new demands to accommodate a multicultural, even global, audience of learners within a high-technology education delivery environment.

Responding to Change

How have institutions responded to these pressures? In Levin's seven cases one can see two methods – private corporatism (the American/Albertan model) versus social corporatism (B.C.'s social democratic strategy). The American and Albertan colleges responded by increasing private sector revenues, raising student tuition and fees, creating command management structures (as opposed to the traditional collegial model) through administration-imposed rules and regulations, and by turning instructors into a casual workforce on short contracts.

In the San Francisco case, college management increased electronic distance learning and then reduced the regular faculty to 20 per cent of instructional staff. Class size was raised to 75 students and part-time instructors were paid a fraction of regular instructors' pay. The key to this "productivity raising" was to reorganize the curriculum, creating new interdisciplinary programs.

In this way, management destroyed instructor autonomy and the value attached to mastering disciplinary knowledge and methods. This new division of labour, combined with control and supervision exercised over online courses, broke the professional control and value of post-secondary faculty. Yet, as Levin reports, at the same time and for the same reasons this cost-control "success" led to faculty demoralization, followed by student avoidance of the institution as its interdisciplinary credits were of doubtful external value.

In this private corporatist strategy emphasis is placed on workplace training, students pay more for the training, the private sector direct benefits rise, and faculty union powers are significantly eroded.

British Columbia, under the New Democratic Party, pursued a social corporatist strategy, though for the same goal of closer market integration. A new College Act was developed, governance powers were granted to faculty by specific legislation, and a system-wide strategy was developed.

The purpose, Levin writes, was to reorient the college system on an inclusive basis, through an expansion of committee structures, apparent co-decision-making powers, and job security, either through regularization or through a no-lay-off provision, as at University College of the Fraser Valley. Combined with increased spending, especially in the new university college sector, this model tried to achieve a balance between the original community mandate of the colleges, workforce interests (essentially faculty autonomy to use governance powers to maintain educational quality) and increasing market demands for colleges to act as publically subsidized workplace training centres and as agents of regional economic stimuli.

The Future

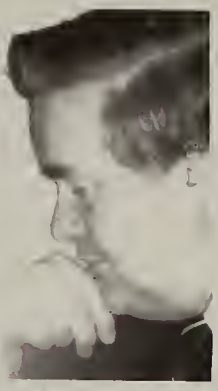
Levin's conclusion is that what he calls the "new vocationalism" has shifted the balance between economic, personal, and social needs too far in the direction of the market. While the original mandate of community colleges as open access, comprehensive, locally oriented institutions remains, it is under increasing threat.

The question is, of course, whether the new Liberal government in B.C. will radically redefine the policy context of the colleges, to further serve the market, or whether organized faculty, staff and students can fight successfully for quality, affordability and democratic access to all forms of post-secondary education.

Robin Wylie is chair of the Bargaining Coordination and Review Committee of the College Institute Educators' Association of B.C., first vice-president of Douglas College Faculty Association, and a history instructor at Douglas.

CALL FOR NOMINATIONS

Donald C. Savage Award



The Donald C. Savage Award recognizes outstanding achievements in the promotion of collective bargaining in Canadian universities. The award was established in 1997 in honour of Donald C. Savage, CAUT's executive director from 1972 to 1997.

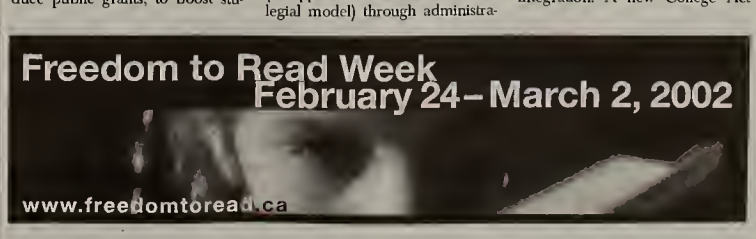
Recipients are people whose achievements may include organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service which result from either a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time. A candidate's contributions to the collective bargaining process in the university may have been focussed locally, provincially, regionally, nationally, or a combination of these.

Nominations should include a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of collective bargaining in the university together with a full curriculum vitae and letters of support. CAUT's Collective Bargaining and Economic Benefits Committee anticipates making a recommendation to CAUT Council in the fall of 2002. To be considered for this award, nominations should be received by August 31, 2002. Nominations received after this date will be retained and considered at a future date.

Nominations should be addressed to:

Collective Bargaining and Economic Benefits Committee, CAUT
2675 Queensview Drive
Ottawa ON K2B 8K2

More information on the award is available at the CAUT web site : www.caut.ca/english/about/awards/savage.asp



Homework!

Ferryboats

Two ferryboats start at the same instance from opposite sides of a river, travelling across the river on routes perpendicular to the shores. Each travels at constant speed, but one is faster than the other. They pass at a point 720 metres from the nearest shore. Both boats remain in their slips for 10 minutes before starting back. On the return trips, they meet 400 metres from the other shore. How wide is the river?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page B1.**

The New CAUT Series Title
Published by James Lorimer & Company Ltd.

By Jon Thompson, Patricia Baird & Jocelyn Downie

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Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May–June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE, *PENNSYLVANIA*	March 1963(15–24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292–302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433–38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30–38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49–59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60–64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322–28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82–87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237–60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93–98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240–50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140–50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207–12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186–95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May–June 1983(42–46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March–April 1984(23a–32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November–December 1984(1a–10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January–February 1985(1a–9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May–June 1986(6a–14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November–December 1986(7a–11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May–June 1987(33–38)	1987
HUSSON COLLEGE *MAINE*	May–June 1987(45–50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May–June 1988(29–33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May–June 1988(49–54)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May–June 1989(35–45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September–October 1989(27–40)	1990
NEW YORK UNIVERSITY	May–June 1990(49–56)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May–June 1991(27–32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May–June 1992(37–41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May–June 1992(42–49)	1992
CLARKSON COLLEGE *NEBRASKA*	May–June 1993(46–53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May–June 1993(54–64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May–June 1993(65–70)	1993
UNIVERSITY OF BRIDGEPORT	November–December 1993(37–45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May–June 1994(37–46)	1994
NYACK COLLEGE *NEW YORK*	September–October 1994(73–79)	1995
BENNINGTON COLLEGE	March–April 1995(91–103)	1995
ALASKA PACIFIC UNIVERSITY	May–June 1995(32–39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May–June 1995(40–50)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July–August 1995(65–73)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May–June 1996(41–46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July–August 1996 (51–60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May–June 1997(53–58)	1997
BRIGHAM YOUNG UNIVERSITY	September–October 1997(52–71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May–June 1998(46–55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May–June 1998(56–62)	1998
JOHNSON AND WALES UNIVERSITY *RHODE ISLAND*	May–June 1999(46–50)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May–June 1999(51–59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January–February 2000(54–63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March–April 2000(101–114)	2000
CHARLESTON SOUTHERN UNIVERSITY	January–February 2001(63–77)	2001

STATUS OF WOMEN COMMITTEE
Call for Naminations

Nominations are sought for an election to fill one vacancy on the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are naminated. The election will take place at the CAUT Council meeting in Ottawa in April 2002.

Naminees for positions on the Status of Women Committee should have considerable experience and knowledge in the area of responsibility of the committee.

Term of Office

Term of office is for the balance of the term ending May 2004.

Naminatian Procedure

Naminations should be sent to:

Professor Gordon Shrimpton
Choir, Electians and Resolutians Committee
CAUT, 2675 Queensview Drive
Ottawa ON K2B 8K2
Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the naminator feels the naminee is qualified to serve; (3) the agreement of the naminee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site, www.caut.ca).

Naminatian Deadline : March 29, 2002

COMITÉ DU STATUT DE LA FEMME
Appel de candidatures

Nous sollicitons des candidatures pour combler un poste de membre ordinaire au Comité du statut de la femme de l'ACPPU.

Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats et candidates qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2002.

Les candidats et candidates à des postes au Comité du statut de la femme devraient avoir une expérience et une connaissance considérables dans le champ des responsabilités du comité.

Mandat

Le présent mandat prendra fin en mai 2004.

Méthode de mise en candidature

Il faut envoyer les candidatures à :

M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télécopieur : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature: (1) une lettre de mise en candidature; (2) une bréve déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, dûment rempli, dispanible ouprès des associations de professeurs au à www.caut.ca.

La date limite des mises en candidature est le 29 mars 2002.

2002 3M TEACHING FELLOWSHIPS

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2002.

The Award

- a citation of excellence in recognition of exemplary contributions to teaching and learning.
- a 3-day retreat at Chateau Montebello. All expenses are paid as part of the award.

Eligibility

- Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Dr Arshad Ahmad
Department of Finance
John Molson School of Business
Concordia University
1455 de Maisonneuve Boulevard West
Montreal, Quebec H3G 1M8
(514) 848-2928 /2793
www.johnmolson.concordia.ca/stlhe

Nomination Deadline: May 3, 2002

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 2002

Mise en candidature

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

Le prix

- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage
- un séjour au Château Montebello, toutes dépenses payées (3 jours).

Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle.
- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 3 mai 2002

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ZOOLOGY
ACCOMMODATIONS

The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communication between Canada's academic librarians. It provides a forum to share information and opinions on topics of interest.

Join Today ...
Participation in the list is open to members and associate members of CAUT. Correspondence is encouraged in French and English. Active involvement by academic librarians in the discussion is necessary to make this listserv an effective and valuable means of communication. We look forward to your participation!

Contact CAUT ...
The list is managed by Nathalie Savard at CAUT. For more information about this list and how to participate in the discussion, contact her at savard@caut.ca. There is no charge to subscribe.

CAUTLib

Answer to Homework!

From page A11. The river is 1760 metres wide. Since the resting times of the two boats are equal, we need consider only the amount of time that each boat is in motion. Both boats are in motion the same amount of time until their first encounter, and between their encounters. Let w be the width of the river. The ratio of their speeds is $(w - 720) : 720$ and $[w + (w - 400)] : (w + 400) = (2w - 400) : (w + 400)$. Equating these ratios leads to $w^2 - 320w = 144w$, whence $w = 1760$.

ANATOMY

THE UNIVERSITY OF ALBERTA — The Division of Anatomy, Faculty of Medicine and Dentistry, invites applications for a tenure-track position at the Assistant Professor level for an anatomist. We seek an individual who will complement and extend our existing strengths in the teaching of medical gross anatomy, general systemic anatomy, clinical neuroanatomy, histology and embryology. The successful candidate will be expected to carry a substantial teaching load and engage in individual or collaborative research in any one of the anatomical disciplines or in the field of medical education. Applicants should have an MD and/or a PhD degree and significant experience in teaching human anatomy, as well as a proven track record in independent or collaborative research. The Division of Anatomy is primarily a teaching division with responsibilities for teaching Human Anatomy to undergraduate, graduate and postgraduate students within the Faculties of Medicine and Dentistry, Rehabilitation Medicine, Physical Education and Recreation, Nursing, and to undergraduate students in Pharmacy, Dental Hygiene and Science. We are dedicated to innovation and excellence in the teaching of Anatomy and to the advancement of knowledge through basic and applied research in clinical anatomy, the development of new educational methods and educational technology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a letter of application, teaching dossier, curriculum vitae, two-page statement of teaching philosophy and research interests, and the names and phone numbers of three referees by February 28, 2002 to: Dr. Anil H. Walji, Director, Division of Anatomy, Faculty of Medicine and Dentistry, 5-058 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2H7 Canada. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ANGLAIS LANGUE SECONDE

L'UNIVERSITÉ McGILL — Le Centre d'enseignement du français et de l'anglais (CEFA) de la Faculté des arts sollicite des candidatures pour un poste en anglais langue seconde, au rang de Faculty Lecturer. Ce poste est renouvelable et après 5 ans de service, est renouvelé automatiquement pour une durée indéfinie. Le titulaire entrera en fonction le 1er août 2002. Le candidat a de l'expérience dans l'enseignement des langues au niveau universitaire, en particulier pour l'enseignement de la rédaction universitaire (ESL/EAP) et de la prononciation, une capacité d'innovation dans l'enseignement (conception de programmes, encadrement, nouvelles approches, évaluation) et une expertise en enseignement assisté par ordinateur (ELAO). Détenant un diplôme, le candidat a une parfaite connaissance de l'anglais et une bonne connaissance du français. La connaissance d'une autre langue est un atout. Le candidat idéal a l'esprit d'initiative et fait preuve de leadership. Il doit avoir un vif intérêt pour la recherche en didactique de l'ALS et en ELAD et être désireux de travailler en harmonie pour assurer le maintien des nombreux programmes du CEFA. Il devra aussi participer activement au programme de développement du Laboratoire de langues multimédia de la Faculté des arts. Les candidats retenus dans une première sélection devront donner une conférence publique. Conformément à la législation canadienne en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi. En plus de leur lettre de candidature, les postulants doivent faire parvenir un CV à jour, la copie de leurs diplômes, un dossier pédagogique et des évaluations récentes. Trois lettres de recommandation doivent être envoyées directement à : Madame Hélène Riel-Salvatore, directrice, Centre d'enseignement du français et de l'anglais, 688, rue Sherbrooke ouest, bureau 265, Montréal (Québec) H3A 3R1. Date de clôture : 20 février 2002. Le masculin est employé à titre épicène.

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Anthropology and Sociology and the Museum of Anthropology invite applications for a tenure-track joint position beginning July 1, 2003, subject to final budgetary approval. The successful candidate will be appointed in Anthropology (Rank open) and as Curator of Northwest Coast Ethnology at the Museum of Anthropology. A PhD in Anthropology is required. We seek an excellent candidate who has research, teaching and curatorial experience in Northwest Coast ethnography and material culture, museums, and artistic expression. Preference will be given to scholars with ongoing ethnographic projects in collaboration with First Nations/American Indian communities located on the Northwest Coast. Please send a letter of interest, a curriculum vitae, and the names and addresses of three references by March 1, 2002 to: Dr. David Pokotylo, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., Canada V6T 1Z1. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF WINDSOR invites applications for a nine-month limited-term lecturer position in the Department of Sociology & Anthropology in the area of Social Cultural Anthropology commencing August 15, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2180; Fax: 519.971.3621; Email: lynnep@uwindsor.ca

APPLIED DISASTER & EMERGENCY STUDIES

BRANDON UNIVERSITY invites applications for two tenure-track faculty positions in the Applied Disaster and Emergency Studies (ADES) program. The ADES program offers four-year Baccalaureate degrees (B.A. and B.Sc.) in Applied Disaster and Emergency Studies with concentrations either in Planning and Management or Disaster Science. This is a new program designed to integrate theories and applications in environmental disasters and emergencies, from an interdisciplinary perspective. The successful candidates should have practical or applied experience related to disasters and emergencies and an understanding of the challenges posed by interdisciplinary approaches to risks, hazards, disasters and the emergencies that arise from such phenomena. In addition each successful candidate should have a proven record in teaching, research and scholarship. Required credentials include a) minimum of a Masters (PhD or equivalent preferred) in any of the following fields: Anthropology, Economics, Geography, Geology, Hydrology, Management, Meteorology, Planning, Political Science, Psychology, Public Administration, Sociology or in a relevant discipline or interdisciplinary area; b) experience in dealing with all-hazard issues and specialized knowledge in some aspect of emergency and disaster management; and c) the ability to effectively link university-based activities with public and private agencies and institutions. Applications are due by March 27, 2002 or until positions are filled. The appointments will take effect August 1, 2002. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, and the names of three referees to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, MB, R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

APPLIED MATHEMATICS

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and post-doctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

BIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK (IN SAINT JOHN) — The Department of Biology invites applications for a sabbatical replacement position at the Assistant Professor level, beginning July 1, 2002. The position is subject to final budgetary approval. The successful candidate should have expertise to offer undergraduate courses in some of the following areas: Marine Biology, Fisheries Ecology, and Biometrics or possibly develop a course in his/her area of expertise. UNBSJ has a strong commitment to teaching and a demonstrated excellence in teaching will be an asset. Qualifications include a PhD degree and postdoctoral experience. The Department of Biology offers 4-year BSc programs in Biology, Marine Biology and Environmental Biology. It has eleven faculty with research expertise in marine biology, ecology, aquaculture, environmental biology, ecotoxicology and biodiversity. For more information, visit the Departmental website http://www.unbsj.ca/science/biology/biology.htm. Applicants should submit a recent curriculum vitae, the names and addresses (including e-mail address and telephone number) of three referees, a statement of teaching philosophy and research interests, and up to three reprints of recent publications to Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5 (fax 506-648-5650, e-mail sci-eng@unbsj.ca). Review of applications will begin February 28, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN — The Department of Biology invites applications for two positions in the Instructor level, beginning August 1, 2002: a 24-month limited term position, and a 12-month limited term position leading to a probationary appointment. The positions are subject to final budgetary approval. Candidates should have an MSc or PhD degree in Biology and previous university teaching experience. Duties include teaching undergraduate courses and laboratory instruction. Experience in any of the following areas will be considered an asset: microbiology, physiology, cell and molecular biology, animal behaviour, vertebrate zoology. Applications, including a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number), should be forwarded to Dr. K. De'Bell, Dean of Science, Applied Science & Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5650, e-mail sci-eng@unbsj.ca. Review of applications will begin February 28, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

MALASPINA UNIVERSITY COLLEGE — The Biology department anticipates a vacancy and invites applications for a full-time microbiologist, starting August 1, 2002. Teaching responsibilities include a second year course in biochemistry, as well as advanced electives in microbial ecology and applied microbiology. As well, the successful applicant will supervise undergraduate research students and will be expected to engage in, and maintain, professional scholarly activity. Requirements include a PhD in microbiology, demonstration of teaching excellence at the post-secondary level, and an ability to conduct a research program involving the training of undergraduates. Preference will be given to candidates with post-doctoral research experience in aquatic microbial ecology and/or environmental microbiology/biotechnology. Candidates are requested to submit a cover letter, a curriculum vitae and three letters of recommendation in writing, by email to (apply@mala.bc.ca) or by fax (250-740-6450) to Human Resources Office, Malaspina University-College, 900 Fifth St., Nanaimo, BC V9R 5S5 by March 1st, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. For further information please see the Biology department's website at www.mala.bc.ca/www/discover/biol/index.htm

BUSINESS

YORK UNIVERSITY — The Schulich School of Business has tenure-stream positions in: Accounting (2), Finance (1), Marketing (2), Strategy (2), Entrepreneurship (1), Organizational Behaviour/Industrial Relations (1), Pierre Lassonde Chair in International Business; Henry J. Knowles Chair in Technology and Innovation; Anne and Max Tanenbaum Chair in Family Enterprise, CIT Chair in Financial Services. The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, invites applications for tenure-stream openings commencing July 1, 2002 and July 1, 2003. Preferred candidates will: be qualified to teach in PhD, Masters and Undergraduate programs; possess a completed doctorate; provide evidence of effective teaching, have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area; salary is negotiable. These positions are subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acanjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions. However, all applicants will be given serious consideration. Please send curriculum vitae to: Dezsö J. Horváth, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada. Submissions will be accepted until positions are filled.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD

UNIVERSITY OF MANITOBA

CANADA RESEARCH CHAIR IN COMMUNITY ORAL HEALTH

ASSISTANT / ASSOCIATE PROFESSOR

The University of Manitoba is seeking applications for a Canada Research Chair established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University's Strategic Research Plan includes a Tier II Chair in the Faculty of Dentistry in the area of Community Oral Health, particularly in relation to Aboriginal Populations. The Chair will enhance the University's already established research strength in Aboriginal Health.

Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have a strong commitment toward interdisciplinary research and the ability to attract excellent graduate students. A PhD and established track record of research in community dentistry and / or Public Health is required. The appointment will be tenure-track at the rank of Assistant or Associate Professor with limited teaching responsibilities.

Aboriginal health is an area of strategic importance to Manitoba and, in turn, to the University. The University's Faculty of Dentistry has targeted for strategic development the area of community oral health, particularly in relation to Aboriginal populations. A Centre for Community Oral Health has recently been created to expand the University's outreach activities in this area, and a recent academic appointment in this area brings unique skills in the analysis of dental health to assess the efficacy of dental health care. The goal of the Centre's research program is to understand the distribution and determinants of oral diseases in special needs populations in order to improve the oral health of native peoples, particularly those living in Manitoba and Northern Canada. Members of the Centre will work closely with the University's oral microbiology and Aboriginal health groups, both of which have established strength at the university. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities.

With a population of more than 650,000, Winnipeg is a major multicultural centre, including the Royal Winnipeg Ballet, the Winnipeg Symphony Orchestra, the Manitoba Opera Association, the Manitoba Theatre Centre, and also a variety of professional sports activities. Excellent private and public schools are available that teach in English and/or French. Professional baseball, basketball, and hockey teams have their homes in Winnipeg. Superb shopping opportunities are available and it has been said that Winnipeg has the most restaurants per capita of any city in North America. Nearby are some of the finest beaches in Canada along the shores of Lake Winnipeg and our provincial parks offer excellent outdoor recreational opportunities throughout the year. Winnipeg also boasts some of the most affordable housing in Canada and has an international airport within the city limits.

Review of applications will begin on **January 31, 2002** and will continue until the position is filled. All Chairs are subject to review and final approval by the Canada Research Chair Secretariat.

Applications should include a curriculum vita, five-year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees to: **Dr. Johann de Vries, Dean and Chair of Search Committee, Faculty of Dentistry, D113 - 780 Bannatyne Ave, Winnipeg MB R3E 0W2**, email: devriesj@ms.umanitoba.ca, Fax: (204) 789-3912, Tel: (204) 789-3249. For details regarding the CRC program, see: http://www.chairs.gc.ca and for the University of Manitoba Strategic Research Plan, see: http://www.umanitoba.ca/vpiresearch/ors/researchchairs.htm

should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

MCMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July, 2002, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications will be considered until the position is filled.

CARDIAC SURGERY

THE UNIVERSITY OF WESTERN ONTARIO — The Division of Cardiac Surgery, Department of Surgery seeks a hospital-based, full-time cardiac surgeon with recent experience in off-pump and robotic CABG, as well as endoscopic IITA takedown, to join seven surgeon group performing 1,750 major cases a year. Academic rank will be at Assistant Professor level. Solid academic credentials essential, including previous publications in above field. Successful candidates will be integrated into the teaching, research and clinical care activities of the division/department. Candidates must have FRCSC certification (or equivalent) in cardiac surgery and be eligible for licensure in the province of Ontario. Please send c.v. and 3 references by February 28, 2002 to Dr. Richard J. Novick, Chair/Chief of Cardiac Surgery, London Health Sciences Centre, 375 South Street, London ON N6A 5A5. E-mail: rjnovick@uwo.ca

CHEMISTRY

THE UNIVERSITY OF VICTORIA — The Department of Chemistry seeks to appoint a Senior Instructor. Appointment at the rank of Senior Instructor is without tenure for an initial term of three years. Where a Senior Instructor meets the performance standard specified in the University of Victoria Framework Agreement, there is a normal expectation of ongoing 4-year term reappointments. Candidates must hold a PhD and have extensive recent experience in university-level teaching of undergraduate courses. Preference will be given to candidates with a record of teaching effectiveness in the areas of general, industrial/environmental, organic and physical organic chemistry. Course descriptions of the Chemistry Department offerings in these areas are available on the web at www.chemistry.uvic.ca. Applicants should send a CV, and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy, and evidence of teaching effectiveness) to: Dr. Tom Fyles, Chair, Department of Chemistry, University of Victoria, Box 3065, Victoria B.C. Canada V8W 3V6 (e-mail: chemhead@uvic.ca). Candidates should also supply names and complete addresses (fax and e-mail) for three or more people able to act as referees. Applications should be submitted for a deadline of March 1, 2002, with an expected appointment date of July 1, 2002. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

THE UNIVERSITY OF TORONTO — The Department of Chemistry invites applications for a tenure-stream position at the rank of Assistant Professor in the area of polymer chemistry. The appointment will be held at the campus of the University of Toronto at Mississauga (UTM) where an expansion of the chemistry department has been initiated. Candidates will be expected to participate in the teaching of undergraduate and graduate level courses and to develop a strong research program. Applications from candidates interested in any area of polymer chemistry will be considered, however, the department is particularly interested in individuals with interests in polymer synthesis, materials characterization, or the application of polymeric materials to biotechnology. Applicants should possess a PhD in polymer or bio-organic chemistry or a closely related discipline, a strong academic background and a record of excellence in research. An attractive start-up package will be provided. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until 8 March 2002. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Professor David Farrar, Chair of Chemistry, University of Toronto, 80 St. George Street, Toronto, ON, Canada, M5S 3H6

THE UNIVERSITY OF WATERLOO — The Department of Chemistry invites applications for the position of Lecturer in Biochemistry. This is a 3-year, renewable, position beginning July 1, 2002 or as soon as possible thereafter. The duties for this position will be primarily limited to teaching and service. The successful applicant must have a PhD degree in biochemistry or a closely-related area as well as teaching experience, and will be responsible for teaching introductory and advanced biochemistry courses. Enquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applicants should submit a complete curriculum vitae, a description of teaching experience, a statement of their teaching philosophy, and arrange for three letters of recommendation from professional references to arrive before April 1, 2002. The University of Waterloo has been rated the "best overall" university in Canada by Macleans magazine for the tenth year in succession (http://www.bulletin.uwaterloo.ca/2001/nov/13tu.html) and has earned an international reputation for its innovative cooperative education programs that ensure close integration of academic and practice-oriented learning. Additional information concerning the Chemistry Department and the University of Waterloo can be found at http://sciborg.uwaterloo.ca/chemistry. (Waterloo is a mid-size city located centrally in Southwestern Ontario. It offers a lively and cosmopolitan atmosphere and affordable costs of living.) All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CINEMA

CONCORDIA UNIVERSITY — The Mel Hoppenheim School of Cinema, Faculty of Fine Arts announces a full-time tenure-track position in Film Animation at the level of Assistant Professor, beginning on June 1st 2002. Application Deadline: 15 February 2002. The Animation Program offers both traditional and experimental animation. As part of the Fine Arts Faculty, it is committed to the exploration of independent animation as an art form, and actively encourages diversity of method and technique in traditional as well as new media. In addition to Film Animation, the School offers programs in Film Studies and Film Production. The Animation Program is, therefore, hoping to attract a candidate who is familiar with a wide range of animation production methods, 2D and/or 3D, with at least 5 years experience as a filmmaker and some experience teaching at the post-secondary level. Animation faculty are expected to teach at the undergraduate level, to perform administrative duties, and to actively pursue their research as filmmakers. The successful candidate will possess good communication skills and be able to work effectively in a bilingual environment. Send curriculum vitae, samples of work and a letter of application, with the names of three references to: Film Animation Search Committee, The Mel Hoppenheim School of Cinema, Room FB 319, Concordia University, 1455 de Maisonneuve Blvd West, Montréal, Québec, H3G 1M8. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CONCORDIA UNIVERSITY — The Mel Hoppenheim School of Cinema, Faculty of Fine Arts, announces two full-time tenure track positions in Film Production at the level of Assistant Professor, beginning on 1 June 2002. Application Deadline: 15 February 2002. The successful candidate will be able to teach undergraduate and graduate core production courses covering all aspects of analog and digital film production and specialized courses in areas of production. The candidate will be well versed in the aesthetic, cultural and technical developments of contemporary cinematic practice and be knowledgeable in a range of genres as they relate to the context of the Faculty of Fine Arts. Requirements include an MA or MFA or equivalent professional artistic experience and an established research record supported by a body of work and curriculum vitae. All else being equal, preference will be given to bilingual candidates having teaching experience, administrative skills, and a commitment to the advancement and operations of the Mel Hoppenheim School of Cinema. Short-listed candidates will be expected to present their research and creative work to an audience of faculty and students. Send curriculum vitae, samples of work and a letter of application with the names of three references to: Film Production Search Committee, The Mel Hoppenheim School of Cinema, Room FB 319, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Québec, H3G 1M8. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CLASSICS

MCMASTER UNIVERSITY — Subject to budgetary approval, The Department of Classics invites applications for a 3-year contractually limited appointment in the area of Classical Archaeology at the Assistant Professor level to commence July 1, 2002. The successful candidate will have a PhD in Classical Archaeology or related discipline (research specialization open) and demonstrated excellence in research and teaching. The ability to teach courses in Greek and Latin is essential. The current minimum salary floor for Assistant Professor is $43,662. This position is subject to final budgetary approval. Applicants should send a letter of application, together with a curriculum vitae and a sample of their scholarly work, to: Dr. Howard Jones, Chair, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905-577-6930). Applications must be received by February 28, 2002, and applicants should arrange for three confidential letters of recommendation to reach the department by the same date. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

MCMASTER UNIVERSITY — The Department of Classics invites applications for a 12-month contractually limited appointment in the area of Greek Art and Archaeology at the Assistant Professor level to commence August 1, 2002. The successful candidate will have a PhD in Classics or the equivalent, with specialization in Greek art and archaeology and demonstrated excellence in research and teaching. The successful candidate will be expected to teach undergraduate courses in Greek art and archaeology, classical civilization, and intermediate level Greek. The current minimum salary floor for Assistant Professor is $43,662. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing, to: Dr. Howard Jones, Chair, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905-577-6930). Applications must be received by February 28, 2002, and applicants should arrange for three confidential letters of recommendation to reach the department by the same date. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WINDSOR invites applications for a 2 year limited-term position in Classical Studies in Classics (AOS Open). Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Closing Date: March 1/02. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873, Fax: 519 971 3648, Email: swh@uwindsor.ca

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Memorial University of Newfoundland

Faculty of Business Administration

Applications are invited for the following tenure-track faculty positions at the rank of assistant professor commencing July 2002:

Organizational Behaviour	(FBA-01-02)
Business Policy	(FBA-02-02)
Management Information Systems	(FBA-03-02)
Industrial Relations	(FBA-04-02)
Accounting	(FBA-05-02)

The successful applicants will be expected to teach undergraduate and graduate courses, and conduct research in the related area. Applicants should have a PhD, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at *www.mun.ca/business*.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to *bblake@mun.ca* and to send a hard copy to:

Dr. Bill Blake, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF A1B 3X5
Canada

Filling these positions is dependent on funding. Applications will be accepted and considered until March 15, 2002. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail *bblake@mun.ca*

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial
University of Newfoundland

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

OUC Okanagan University College

DIRECTOR, SCHOOL OF NURSING
FACULTY OF HEALTH AND SOCIAL DEVELOPMENT
Okanagan University College
Kelowna Centre

Okanagan University College, situated in scenic Kelowna, British Columbia, invites applications for the position of Director, School of Nursing. The School seeks a dynamic leader to advance the academic goals of teaching, scholarly activity, and practice. The School offers three program options: Bachelor of Science in Nursing four-year program, Bachelor of Science in Nursing for Registered Nurses, Bachelor of Science in Nursing Access for Licensed Practical Nurses. The School of Nursing is accredited by the Canadian University of Schools of Nursing and offers an innovative curriculum in collaboration with nine other institutional partners within the Collaborative Nursing Program in BC. Theoretical perspectives of the program philosophy include phenomenology, feminism, critical social theory and humanism. Future plans include the delivery of a Master's degree (initially in collaboration with a university partner) and specialty education.

OUC strongly values teaching excellence and is currently working with its constituents to seek expansion of the research mandate, funding, and program mission of the institution with a long-term goal of developing its own Master's programs.

The Director will provide administrative and academic leadership for the School. The successful candidate must have proven academic leadership with a strong record of innovation and solid evidence of scholarship. Administrative skills in fiscal management are important. Experience with graduate programming and success in obtaining research or contract grants, international programming, continuing professional development and resource development would be an asset. Eligibility for RNABC registration is a requirement.

The successful candidate must have an earned doctorate (Ph.D., DNS) and at least one graduate degree in Nursing.

The successful candidate will be appointed to a faculty position, with tenure and rank as appropriate, and immediately seconded to the administrative term position of Director.

OUC is committed to competitive salaries and benefits based on academic qualifications and experience.

The position of Director is a five-year continuing term appointment effective on or before June 1, 2002 and may be renewable for another five years following review. The start date is negotiable. For further information, please contact Dr. Alan Davidson, Dean, Faculty of Health and Social Development by telephone at (250) 762-5445, extension 7902 or by email (adavidson@ouc.bc.ca).

Please submit a curriculum vitae, quoting **Competition No. 15ADM01**, and the names, addresses and telephone numbers of three referees by **March 27, 2002** to: **Dr. Peter Ricketts, Vice President Academic, Okanagan University College, 3333 College Way, Kelowna, BC, Canada V1V 1V7.**

Full details on this and other positions currently open at Okanagan University College may be viewed on our website at: www.ouc.bc.ca/jobpostings/.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

www.ouc.bc.ca

COMMUNICATION STUDIES

YORK UNIVERSITY — The Faculty of Arts, Division of Social Science invites applications for a one-year contractually limited appointment at the rank of Assistant Professor in Communication Studies beginning 1 July 2002. The successful candidate will be a communications generalist with a PhD in Communication Studies or a closely related discipline. He or she will specialize in the area of communication research methods and international communication, and also one of the following two areas: popular culture and the electronic communication marketplace. The candidate will teach a third-year undergraduate course in the area of communication research methods and a fourth-year undergraduate course in the area of international communication, along with one of the following two courses: a fourth-year course on popular culture, and a fourth-year course on the electronic communication marketplace. Applications should include a curriculum vitae, statement of teaching and research interests, and a sample publication, as well, we require three referees to send letters of reference directly to the Chair. Completed applications and references must be received by Thursday 28 February 2002 and should be sent to: Dr. Mary-Louise Craven, Chair, Division of Social Science, 5756A Ross, York University, 4700 Keele St., Toronto, Ontario, M3J 1P3, tel (416) 736-5054, fax (416) 736-5574. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjob/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. All appointments are subject to budgetary approval.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track and a 24-month limited-term faculty positions in Communication Studies in the area of Critical Communication and Digital Video/Multimedia Production commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Myles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4; Tel 519 253 3000, Ext 2896; Fax 519 971 3542; Email: ruggles@uwindsor.ca

COMMUNICATION & TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Faculty of Arts at the University of Waterloo invites applications for a junior, Tier 2 Canada Research Chair (CRC) position in Communication and Technology. The appointment will be at the rank of Assistant or Associate Professor, tenure stream. The most important qualification for a CRC is a demonstrated record of excellence, both in research and publication. The Chair will conduct research within, and help with the development of, the Faculty of Arts' Canadian Centre for Arts and Technology. The mandate of this Centre is to undertake research that combines theoretical and practical analysis of human-digital interaction in an environment that unites and fosters artistic, cultural and technological literacy. As well, the Chair will be invited to teach up to two courses a year in areas relevant to her or his research. The specific requirements of the Chair include expertise in one or more of the following areas: semiotics of design, technology and political economy, multimedia communication and production, and the theory, history, and criticism of digital communication. Candidates with both a theoretical and applied knowledge of these fields, who are interested in collaborative research and teaching, and who have demonstrated an ability to build strong connections with industry and public sector organizations, will be given special consideration. Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by February 28, 2002 to: Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Please note that all CRC decisions are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Computing Science Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Algorithmics, Artificial Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RiMS). In addition to the standard computational research facilities, we also have several large multi-processor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjoined to a renovated historical building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.mac.ca, www.aserc.ab.ca), research chair programs (e.g., www.icore.ca), and a new billion dollar science and engineering research foundation (www.ahfseraib.ca). Our current complement of 41 full time faculty work within a department of about 32 support staff, 160 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, with evidence of sustainable excellence of research, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to: Ins Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Pri-

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Dalhousie University

Lecturer/Assistant/Associate Professor of Management

If you would like to join an innovative, interdisciplinary faculty that is committed to growth, and learn and undertake research in the areas of organizational theory and behaviour, the following position will be of interest to you.

Dalhousie University -- School of Business Administration in the Faculty of Management invites applications for a limited term position at the rank of Lecturer, Assistant, or Associate Professor, commencing July 2002. The position may change to tenure track subject to budgetary approval. Preference will be given to candidates with interest in the areas of organizational design and change, leadership and team based management. Candidates for the rank of Lecturer/Assistant Professor must demonstrate potential for excellence in research and teaching. Candidates for the rank of Associate Professor must have an established record in research and teaching.

For a tenure-track appointment, in addition to the above requirements, preference will be given to candidates with a completed PhD. Duties include research, teaching at both the graduate and undergraduate levels, and normal administrative responsibilities such as committee work of the School, Faculty, and University. Salary will be commensurate with academic qualifications, teaching and practical experience.

Applications should contain a curriculum vitae and the names and contact information of three referees. Send or e-mail (L.W.Mealiea@dal.ca) the material by **March 31, 2002** to:

Dr. L.W. Mealiea,
School of Business,
Faculty of Management,
Dalhousie University,
6152 Coburg Road,
Halifax, NS, B3H 1Z5.

In accordance with Canadian immigration requirements, all qualified Candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

Dalhousie University

The School of Business Administration
Lecturer or Assistant Professor of Accounting

The School of Business Administration, Dalhousie University, invites applications for a limited-term appointment in Accounting at the level of Lecturer or Assistant Professor for up to two years commencing July 1, 2002. Applicants must have a PhD in Accounting or a related discipline (or ABD) and potential for excellence in teaching and research. A professional accounting designation is desirable.

The successful candidate's primary responsibilities will include teaching undergraduate and graduate courses, continuing an active research program and contributing to the academic life of the School. All applicants will be seriously considered. However, preference will be given to those applicants with joint expertise in any of the traditional areas (Financial, Cost/Managerial, Taxation and Auditing) **and** Accounting Information Systems.

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., names of three references, and a sample of research work to:

Professor Joan Conrod,
School of Business Administration,
Dalhousie University,
6152 Coburg Road,
Halifax, Nova Scotia, B3H 3J5, Canada.

The closing date is **March 31, 2002**, but will remain open if the position is not filled.

Lakehead
UNIVERSITY

CANADA RESEARCH CHAIRS

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Canadian Institutes of Health Research (CIHR) Tier II Chair starting July 2002 and invites CRC applications and nominations within three of our strategic research areas: Aboriginal Studies; Health, Society and Culture; and/or High Technology. For additional details regarding the strategic research areas, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at www.lakeheadu.ca/~researchwww/chairs.html. Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields.

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing, Social Work and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community-based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,000 students come from outside the region. The University has some 250 faculty engaged in teaching and research, and a staff of 345. Lakehead University is uniquely positioned to expand its health research capacity based on a number of new and existing initiatives: a new regional acute care hospital is under construction adjacent to Lakehead University's campus, a new northern medical school, a new Cancer Research Institute in collaboration with the Northwestern Ontario Regional Cancer Centre, the Centre of Excellence for Children and Adolescents with Special Needs, the Centre for Rural and Northern Health Research (CRaNHR); the Northern Educational Centre for Aging and Health (NECAH); and the Paleo-DNA Laboratory.

Lakehead University is committed to Employment Equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence.

Applications and nominations including a curriculum vitae, five year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's references should be forwarded to:

Dr. Tim Buell,
Vice-President Research and Development,
Lakehead University,
Thunder Bay, Ontario, Canada P7B 5E1.

Review of applications will begin on February 15, 2002.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: www.sshrc.ca.

Dalhousie University

Faculty of Arts and Social Sciences
Canada Research Chair Tier I -- Oil and Gas

The Faculty of Arts and Social Sciences at Dalhousie University invites applications or nominations for a Tier I Canada Research Chair in Oil and Gas.

The CRC program, established by the Government of Canada, promotes internationally recognized research excellence (please see www.chairs.gc.ca). Appointment will be at the rank of Professor and will be conditional on the successful applicant being approved as a Tier I Research Chair. The position is tenured, and includes a primary appointment in one of History, Political Science or Sociology and Social Anthropology commencing January 2003.

Candidates must have a PhD, an outstanding research profile and an innovative and original research programme; a demonstrated ability to obtain external funding; the ability to work co-operatively, provide leadership in an interdisciplinary environment, develop multi-faceted research projects, work with graduate students and/or post-doctoral fellows; and the ability to work with industry, government and/or community groups on projects related to oil and gas issues will be considered. Although this is primarily a research appointment, the appointee will be expected to teach at the graduate and undergraduate level.

Dalhousie is the leading graduate and research university in Atlantic Canada. The university is cognizant of the importance of the petroleum resource sector to the future of Atlantic Canada, and at the same time aware of the many issues that surround the sector. From the perspective of the Faculty of Arts and Social Sciences, examples of relevant areas of expertise include regulatory issues, environmental health-related concerns, related community development issues, international issues related to petroleum policies, or issues in the history of economic development. The Faculty encourages applications from scholars with these or related interests.

Further information about the Faculty and the university can be obtained at www.dal.ca/fass. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

Applications should include a detailed curriculum vitae, a four-page summary of the candidate's proposed research programme, and three letters of reference sent under separate cover in confidence.

Deadline: **February 15, 2002.**

Direct applications to:

CRC Oil and Gas Search Committee,
c/o Dr. Marian Binkley,
Office of the Dean,
Faculty of Arts and Social Sciences,
Dalhousie University,
Halifax, Canada, B3H 4P9,
Fax: (902) 494-1957,
Email: Marian.Binkley@Dal.Ca.

vacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Our Computer Science department houses a diverse research program with international statute. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The University of Waterloo's Computer Science Department is one of the largest and the most eclectic department within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full-time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor, in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.cs.uwaterloo.ca/index.html. Exceptional candidates at all levels of experience and in our priority recruiting areas bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensuate with experience. Applications should include a curriculum vita and the names and e-mail addresses of three references. The application should be directed to Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2002 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions (rank open) and 12-month limited-term lecturer positions in the School of Computer Science commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253.3000, Ext 2930; Fax: 519 973.7093; Email: gaaban@uwindsor.ca

CRIMINOLOGY

ST. THOMAS UNIVERSITY is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Criminology and Criminal Justice offers both a Major in Criminology and a Bachelor of Applied Arts in Criminal Justice. The Department invites applications for two entry-level limited-term positions. The successful applicants will teach Introduction to Criminology and advanced courses in two of the following areas: criminal law and the Charter; victimology; criminal justice; corrections; adult courts. Previous experience in the criminal justice system will be an asset for working in the applied programme. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Susan Reid-MacNevin, Chair, Department of Criminology and Criminal Justice, St. Thomas University, Fredericton, NB, E3B 5G3 (Closing date: March 8, 2002, or when position is filled). Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

DECISION SCIENCES

CONCORDIA UNIVERSITY John Molson School of Business, Department of Decision Sciences and MIS. Applications are invited for tenure-track and visiting positions in Management-Information Systems at all levels. Qualifications at the assistant professor level include PhD or ABD in MIS, with evidence of strong research and teaching potential. At the associate and professor levels, an established research record is essential. Tenure-track positions commence on June 1, 2002. The specific areas of expertise sought are Business Data Communications, Database Management, e-Business and Software Programming. However, applications from other areas within the MIS discipline will also be considered. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc, and/or PhD levels. Candidates will be expected to teach and be active in research. Applicants for tenure-track appointments will be expected to teach four courses per year. Salaries are competitive and will be commensurate with qualifications and experience. The Department of Decision Sciences and MIS, house the disciplines of MIS, Operations Management and Statistics. There are currently thirteen full-time faculty members in the MIS group. It is one of the five departments in the John Molson School of Business (JMSB). The Faculty's programs are accredited by the AACSB - The International Association for Management Education. Application deadline is February 1, 2002, but the search will continue until the positions are filled. Applicants should send a curriculum vitae and names of at least three referees to: Dr. Jamshid Erezadi, Chair, Department of Decision Sciences and MIS, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada H3G 1M8, e-mail: erezadi@vax2.concordia.ca, tel.: (514) 848-2981, fax (514) 848-2824. For more information consult the web site http://www.concordia.ca/. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

OENTISTRY

THE UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in the Department of Preventive Dental Science effective July 1, 2002. Salary will be commensuate with qualifications and experience. Responsibilities will include didactic, preclinical and clinical teaching in the undergraduate and graduate programs, involvement in research, outreach and community service programs in orthodontics and supervision of research projects at the M.Sc. level. The appointee must have university-based specialty training in orthodontics (Certificate/Diploma/Masters or equivalent) which will enable them to register as an orthodontic specialist with the Manitoba Dental Association. Extra/intramural practice privilege is available 1 day per week. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority. With a population of more than 650,000, Winnipeg is a major multicultural centre, including the Royal Winnipeg Ballet, the Winnipeg Symphony Orchestra, the Manitoba Opera Association, the Manitoba Theatre Centre, and also a variety of professional sports activities. Excellent private and public schools are available that teach in English and/or French. Professional baseball, basketball, and hockey teams have their homes in Winnipeg. Superb shopping opportunities are available and it has been said that Winnipeg has the most restaurants per capita of any city in North America. Nearby are some of the finest beaches in Canada along the shores of Lake Winnipeg and our provincial parks offer excellent outdoor recreational opportunities throughout the year. Winnipeg also boasts some of the most affordable housing in Canada and has an international airport within the city limits. For more information, please contact: Dr. W.A. Willshire, Professor and Head of Orthodontics, e-mail: WA_Willshire@umanitoba.ca, fax (204) 789-3913, phone (204) 789-3856. Applicants should forward their curriculum vitae, statement of career goals and arrange for three letters of reference to be forwarded confidentially to: Dr. W.A. Willshire, Professor and Head of Orthodontics, Faculty of Dentistry, University of Manitoba, D261-780 Bannatyne Avenue, Winnipeg, MB Canada R3E 0W2. Applications will be considered after February 15, 2002 and until the position is filled. For more information visit our website (www.umanitoba.ca/dentistry).

DRAMA

THE UNIVERSITY OF WATERLOO invites applications for a tenure-track position in Drama in the Department of Drama and Speech Communication beginning July 1, 2002. Based in a liberal arts faculty, the Drama programme provides an equal balance between courses in drama studies and theatre arts: Theatre History, Drama Literature, Theatre Criticism, and Stagecraft, Acting, Directing, Designing, and Playwriting. The Department presents 3-4 mainstage productions annually, in addition to a dozen student-initiated projects. The successful candidate must have range enough to work in more than one of these areas and can demonstrate a record of strong interpersonal skills. A PhD, or an MA/MFA with documented professional theatre profile, will be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to: Professor Idi Tomasson Goodwin, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: February 28, 2002. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH SCIENCES

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track faculty position in the Department of Earth Sciences at the Assistant or Associate Professor rank. The successful candidate will have a PhD with research interests in quantitative hydrogeology. Desirable research areas include the development and application of comprehensive mathematical models for process understanding with emphasis on both physical and contaminant hydrogeology, multiphase flow and soil physics, as well as strong interests in laboratory and field-based experimental techniques. In addition, knowledge of geostatistics, stochastic methods and classical aspects of surface water hydrology would be beneficial. Duties include teaching at the undergraduate and graduate levels, development of an active research program and graduate student supervision. The Department of Earth Sciences has one of the largest undergraduate and graduate enrollments in Canada. The Department has an extensive and diverse research program covering many aspects of modern geosciences. The successful candidate will be expected to play a significant role in the operation and growth of the hydrogeology program in the Department. Both internal and external scientific collaboration is encouraged. Salary will be commensurate with experience. The position is available July 1, 2002. The closing date for applications is February 28, 2002. In order for an application to be complete, a curriculum vita of the candidate and the names of at least three references are required. All qualified candidates are encouraged to apply, however Canadians & Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to: Dr. E. A. Sudicky, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada.

ECONOMICS

WILFRID LAURIER UNIVERSITY — The Department of Economics. Applications are invited for a twelve-month Limited Term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2002. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

EDUCATION

THE UNIVERSITY OF SASKATCHEWAN — The College of Education invites applications for approximately ten College Supervisor positions during the Fall term of the 2002-2003 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such. B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision; proven ability to work with administrators, teachers, student teachers and interns, willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensuate with qualifications and experience. All appointments are subject to budgetary approval. These are full-time term positions from August 1, 2002 through December 31, 2002. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. R. D. Fram, Assistant Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK, S7N 0X1, Canada. Deadline for applications is April 19, 2002. Candidates will likely not be informed of appointments until June 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

ENGINEERING

RYERSON UNIVERSITY — The Department of Mechanical, Aerospace and Industrial Engineering invites applications for two tenure-track faculty positions in Aerospace Engineering, commencing August 1, 2002. The appointments are intended to be at the Assistant, Associate or Full Professor level, subject to qualifications. Applicants should hold a PhD in a relevant discipline, have strong teaching/research capabilities and should be registered, or eligible for registration, as a professional engineer in Ontario. The Department of Mechanical, Aerospace and Industrial Engineering administers the School of Aerospace Engineering and offers a four-year accredited program leading to a Bachelor of Engineering degree in Aerospace Engineering. In addition, the Department offers a graduate program leading to either an M.A.Sc. or M. Eng. Degree. Expansion of research, and further development of graduate studies in preparation for the offering of PhD program are priorities for the Department. The successful applicants will be expected to contribute to these initiatives. Ryerson University is strongly committed to the Aerospace Engineering program and its further growth. All eligible candidates will be considered, however, first priority is given to applicants in the following areas: 1. Avionics and systems 2. Gas turbine engines. Applications with a curriculum vitae and the names and addresses of three referees should be sent, no later than February 28, 2002, to: Dr. S. Bhole, Professor and Chair, Department of Mechanical, Aerospace and Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, ON M5B 2K3. Fax: 416-979-5265. E-mail: sdbhole@acs.ryerson.ca. Applicants should identify which of the above two areas they are applying for. Applications received after the deadline will continue to be considered until suitable candidates are found. All advertised positions are subject to budgetary approval. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY WESTERN ONTARIO — Applications are invited for a tenured or tenure-track (probationary) faculty position in the Department of Electrical and Computer Engineering in the area of communications with specialization in wireless communication theory, mobile and satellite communications, or communication networks, including hardware or software issues. The person appointed in this position will hold the Bell Canada Research Fellowship in Information Engineering and also serve as the Director of the Bell Centre for Information Engineering which has been recently established in the Department in collaboration with Bell Canada. The Department intends to fill this position at the Associate or Full Professor level. The Department has strong research interests in Communications, Controls, Electromagnetics, Electronics, Power Systems, Robotics, and Biomedical Engineering. The Department offers three undergraduate degree programs - Electrical Engineering, Computer Engineering and Software Engineering. Candidates for the above mentioned faculty opening should have a PhD in Electrical Engineering, Computer Engineering, Computer Science, or a related discipline and an established track record of leading-edge research in the communications area. Responsibilities for the position include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in appropriate administrative activities. Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. A starting date of July 1, 2002 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2002. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF WESTERN ONTARIO — Applications are invited for four tenure-track (probationary) or tenured faculty positions in the Department of Electrical and Computer Engineering in the following areas: Computer Engineering (2 positions) with specialization in one or more of the following: computer architecture, distributed computer systems, computer networks and protocols, Microelectronics and VLSI; and Software Engineering (2 positions) areas of interest include, but are not limited to, software process and software maintenance. The Department intends to fill these positions at the Assistant or Associate Professor level. Appointment at the full professor level may be considered for an exceptionally well-qualified candidate. The Department has strong research interests in Communications, Controls,

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FACULTY OF MUSIC
NEW ACADEMIC POSITIONS IN MUSIC TECHNOLOGY

The Department of Theory, Faculty of Music, is planning on opening a number of positions in Music Technology over the next several years. Immediate applications are invited for a tenure-track position in Music Technology at the rank of Assistant or Associate Professor. The Department is seeking researchers with a background in both music and computer science, who will contribute to the ongoing development and expansion of a PhD program in this field and also participate in the newly created Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). This centre is dedicated to innovative research in music technology and sound recording, with members drawn from the Faculties of Engineering, Medicine, and Science, as well as from the Faculty of Music.

Applicants should hold a PhD, but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) computerized formalization of musical structure, (b) high-level musical control of sound synthesis, (c) constraint programming techniques in music, (d) application of artificial intelligence techniques to music, (e) software design for integrated musical environments, or (f) real-time algorithms for data processing and transmission.

An active research profile is required that will complement the existing research directions on audio analysis and synthesis, and interactive performance systems. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of Master and Doctoral students in music technology.

Interested parties should submit a curriculum vitae, a statement of current research, and three letters of reference to:

Prof. Wieslaw Woszczyk
Chair, Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, QC, H3A 1E3 Canada
email: wieslaw@music.mcgill.ca
Tel.: (514) 398-4540
Fax: (514) 398-1540

Deadline: **March 1st, 2002.**

For this position, salary is negotiable within the university salary structure depending on qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

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Assistant or Junior Associate Professor
(Quantitative Psychology)

The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant or Junior Associate Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology (mathematical models, psychometrics or statistics) but candidates involved in the development of data analysis techniques appropriate to behavioural or neural science are particularly encouraged to apply. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant externally funded research productivity, and applicants at the Associate Professor level should have such a record. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Review of applications will begin **March 1, 2002** and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and some selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to:

Chair, Quantitative Psychology
Search Committee,
Department of Psychology,
McGill University,
1205 Dr. Penfield Avenue,
Montreal, Quebec, Canada H3A 1B1.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

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Electromagnetics, Electrostatics, Power Systems, Robotics, and Biomedical Engineering. The Department offers three undergraduate degree programs - Electrical Engineering, Computer Engineering and Software Engineering. A research center - the Bell Centre for Information Engineering - has recently been established in the Department in collaboration with Bell Canada. Candidates for the above mentioned faculty openings should have a PhD (or be close to completion) in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for these appointments. A starting date of July 1, 2002 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2002. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for a tenure-track faculty position in the Department of Civil Engineering. While the department is particularly interested in candidates in the areas of building science, decision-making & data analysis technologies, or transportation engineering, excellent candidates working in any field of civil engineering are encouraged to apply. Current areas of expertise in the Department include construction, environmental, geotechnical, hydrotechnical, materials, structural and transportation engineering. Candidates with a strong commitment to engineering design and innovations in course delivery at both the undergraduate and graduate levels are sought. The appointment will be associated with a new Faculty-wide multi-disciplinary program in Integrated Engineering, with undergraduate teaching directed to the project design courses in this program. The appointment will be made at either the Assistant Professor or Instructor level, depending on qualifications, experience and focus (research or teaching). The successful candidate will be expected to hold a PhD in civil engineering or a related field. Relevant industry experience will be an asset. Superior communication skills are essential. Candidates with a Masters degree and very significant professional experience at a senior level will be considered for appointment as an Instructor. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. Further information about the Integrated Engineering program can be found at www.igen.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vita, one-page statements describing research and teaching interests, and the names and contact details of four referees. The closing date for applications is March 31, 2002. Applications should be sent to: Dr. Alan Russell, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C. Canada, V6T 1Z4, e-mail adr@civil.ubc.ca

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited from outstanding individuals for a tenure-track faculty position in geotechnical engineering within the Department of Civil Engineering at the University of British Columbia. The appointment will be made at either the Assistant Professor or Associate Professor level, depending on qualifications and experience. The successful candidate will be expected to hold a PhD in civil engineering or a related field. Applicants should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will be expected to participate in undergraduate and graduate teaching, in the supervision of graduate students, and develop a strong externally funded research program. We seek candidates who have a strong track record in numerical modeling of fundamental soil behaviour and the application of numerical analysis to design of geotechnical systems. The successful candidate will be expected to support and enhance current initiatives in field and laboratory characterization of soil behaviour under both static and dynamic loading. Further information about the department is available at www.civil.ubc.ca. Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. Applications should include a detailed curriculum vita, one-page statements describing research and teaching interests, and the names and contact details of four referees. The closing date for applications is March 31, 2002. Applications should be sent to: Dr. Alan Russell, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C. Canada, V6T 1Z4, e-mail adr@civil.ubc.ca

McGILL UNIVERSITY — The department of mechanical engineering invites applications for a tenure-track position in the area of Computational Dynamics at the Assistant or Associate Professor level. Candidates must have a PhD in Mechanical Engineering or a related area, and a background in computational methods in structural dynamics or multibody dynamics. The successful candidate will be expected to teach both undergraduate and graduate courses in the general area of Mechanics. He/she will also be expected to develop an independent research program in Computational Dynamics as well as contribute to existing research activities in the Department. It is expected that the successful candidate will obtain membership in a Canadian professional engineering association. Information about the Department and McGill University can be found by visiting our web site www.mecheng.mcgill.ca. Applicants should submit by March 31, 2002, a detailed resume, a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives, as well as the names and full contact information (postal plus e-mail addresses, telephone and fax numbers) of three professional references. All application materials should be sent to: Prof. Arun Mitra, Chair, Dept. of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Engineering Management. Interest in Manufacturing would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensuate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of

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Faculté des arts

Agent de recherche

La faculté des arts de l'Université McGill est à la recherche d'un agent de recherche expérimenté pour un mandat de trois ans renouvelable à compter du 1er juin 2002. Sous l'autorité du vice-doyen (recherche), l'agent de recherche prend part à la planification stratégique en vue de rehausser le financement extérieur de la recherche et des infrastructures de recherche au sein de la faculté.

Par le biais de la recherche et des enseignements de 1er, 2e et 3e cycles, la faculté des arts de l'Université McGill est vouée à l'avancement des connaissances. Bien que la recherche en sciences humaines et sociales ait souvent un axe pratique et appliqué, beaucoup des recherches qui se font à la faculté sont des recherches fondamentales mues par la curiosité qui font appel à l'imagination créatrice de certains de nos universitaires les plus talentueux et les plus perspicaces. Leurs résultats, leurs connaissances approfondies et leur dynamisme exercent une profonde influence sur notre société.

En collaboration étroite avec le doyen, les vice-doyens et les membres des vingt unités qui constituent la faculté, l'agent de recherche tient lieu d'agent de liaison entre les organismes subventionnaires et les membres du corps enseignant, il surveille et évalue les développements nouveaux et les possibilités de financement et prodigue des conseils professionnels pour la préparation des demandes de subvention de recherche. L'agent de recherche est chargé de faciliter la constitution d'équipes de recherche pluridisciplinaires, interfacultaires et interuniversitaires, en faisant concorder les possibilités de financement avec les intérêts de recherche des membres du corps enseignant.

Le candidat retenu doit avoir un sens aigu de la communication dans les deux langues officielles, être titulaire d'un doctorat en sciences sociales ou humaines et posséder une expérience suffisante des organismes ou des fondations subventionnaires.

Le salaire, y compris une gamme complète d'avantages sociaux, sera à la mesure des qualifications et de l'expérience. Les dossiers de candidature comportant une lettre d'intérêt, un curriculum vitae et le nom d'au moins trois répondants doivent parvenir avant le **15 mars 2002** à :

Comité de sélection d'un agent de recherche,
Pavillon Dawson,
Bureau 213, Faculté des arts,
853, rue Sherbrooke ouest,
Montréal (Québec) H3A 2T6

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.

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McLENNAN LIBRARIAN
(Humanities and Social Sciences)

POSITION RE-ADVERTISED

McGill University is an international, student-centered research university and the 14 libraries that form the McGill Library System are rich in collections, dating from the founding of the University in 1821. McGill Libraries are the largest library resource in Eastern Canada, and provide an important academic service to McGill students and faculty and the Quebec university research library network. The transformation of the Libraries is underway, fueled by the infusion of new funds and the innovations in the application of information technology.

The major research library at McGill is the Humanities and Social Sciences Library. The McLennan Librarian will play an active and important role in the planning and implementation of change in the McGill Libraries. McGill is seeking an exceptional candidate to fill this senior management position. The successful candidate for this position will have a record of leadership and innovation, and will have demonstrated, through experience and publications, an understanding of the vital place of the Library in scholarly communication and creativity.

Constructed in 1969, the McLennan Library Building houses the Humanities & Social Sciences Library which is the largest of the 14 McGill Libraries and the main research library for scholars in the humanities and social sciences, who are primarily located in the Faculty of Arts. It also provides centralized services and access to the larger McGill community. The Library contains more than 1.5 million volumes as well as information resources in other formats, including electronic, licensed resources. The McGill Libraries have implemented the ALEPH500 Ex Libris System and the Library contains 163 public access workstations. The successful candidate will supervise departments of the Humanities and Social Sciences Library situated in the McLennan-Redpath Complex: Collections, Information Services (Reference and Library Instruction), Circulation Services (including reserves), Government Documents, and Serials & Microforms, as well as the Birks Reading Room situated in the Faculty of Religious Studies. The staff consists of 17 full-time librarians and 47 full-time library assistants.

The responsibilities of the McLennan Librarian include the coordination and integration of library support for programs in the humanities and social sciences. Dedication to improving services to students and faculty is a key requirement of this position as is a willingness to work closely with the user community in designing and implementing policies.

Minimum qualifications are a graduate degree in library and information studies from an A.L.A. accredited program or equivalent and at least 6 years of experience as a librarian in positions of increasing responsibility. A subject Masters degree in a related discipline is desirable. Working knowledge of French is required, and fluency will be considered an asset.

The initial appointment will be for a five-year period and is renewable. Both appointment and renewal require the joint approval of the Dean of Arts and the Director of Libraries. Salary for this position, which carries an administrative stipend, will be commensurate with qualifications and experience.

Applications will be accepted until **March 1, 2002**. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Applications along with a curriculum vitae and the names and addresses of three referees should be submitted to:

Frances Groen,
Director of Libraries,
McGill University Libraries,
3459 McTavish Street,
Montreal, Quebec, Canada H3A 1Y1,
or by e-mail: frances.groen@mcgill.ca
or facsimile 514-398-3561

We thank all applicants for their interest, however, only those applicants selected for an interview will be contacted.

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McGill

Faculty of Arts

Research Officer

The Faculty of Arts of McGill University seeks an experienced Research Officer for a three-year renewable term commencing June 1, 2002. Reporting to the Associate Dean (Academic), the Research Officer will participate in strategic planning to enhance external funding for research and research infrastructure in the Faculty.

Through research, undergraduate, and graduate education, the Faculty of Arts at McGill University is committed to the advancement of knowledge and understanding. Although research in the humanities and social sciences frequently has a practical and applied focus, much of the Faculty's research remains fundamental, curiosity driven research that engages the creative imagination of some of our most talented and perceptive scholars. Their findings and insights enhance and animate learning, and have a profound influence on our society.

Working closely with the Dean, Associate Deans, and with individual members of the Faculty's twenty constituent units, the Research Officer will act as liaison between granting agencies and members of the Faculty; monitor and evaluate new developments and opportunities for funding, and provide professional guidance in the preparation of research grant applications. The Research Officer will facilitate the formation of multidisciplinary, inter-faculty and inter-university research teams, matching funding opportunities with faculty members' research interests.

The successful candidate will have strong communication skills in both official languages, hold a PhD in the Social Sciences or Humanities, and have suitable experience with funding agencies or foundations.

The salary, including a comprehensive benefit plan, will be commensuate with qualifications and experience. Applications should include a letter of interest, a curriculum vitae, and the names of at least three references, and should be sent by **March 15, 2002** to:

Research Officer Search,
Dawson Hall Suite 213,
Faculty of Arts,
853 Sherbrooke Street West,
Montreal, Quebec H3A 2T6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

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three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at http://www.mece.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE ROYAL MILITARY COLLEGE OF CANADA — The Electrical and Computer Engineering Department invites applications for two tenure track positions at the level of Assistant Professor. The required qualifications are a PhD in Electrical or Computer Engineering, acceptable teaching experience, and publications in the area of specialty. In filling the first position, the Department is seeking to strengthen its expertise in the areas of Computer Architecture or Digital Electronics. For the second position, we are seeking people who have research interests in Digital Signal Processing or Communications. If suitable candidates cannot be found in these fields, candidates with expertise in other Electrical and Computer Engineering related areas will be considered. The successful candidates should be prepared to teach and develop undergraduate and graduate courses, and to conduct active research programs. These are bilingual positions, which require an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual positions. However, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact: Professor Bernard Mongeau, Head of the Department of Electrical and Computer Engineering at (613) 541-6000, extension 6470 or by email at mongeau-b@rmc.ca. For information about the Department of Electrical and Computer Engineering, please consult the RMC web pages at http://www.rmc.ca/academic/engineering/rmccomp.html.

THE UNIVERSITY OF WATERLOO — Due to a major collaborative initiative involving the University of Waterloo, the government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a substantial number of probationary (tenure-track) positions at the Assistant/Associate Professor level. Research and teaching expertise and leadership is sought in all areas of Electrical and Computer Engineering - digital systems (including hardware/software codesign, formal verification, enabling technologies for e-commerce), software engineering (including software architecture/design, testing and maintenance, performance and networked/distributed computing), communications and communication networks, control and systems engineering, energy systems (power), microwave, photonics and RF technology areas, circuit, VLSI and communication electronics disciplines (including integrated circuit design, digital imaging, materials and device areas). Applicants should have earned a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Successful applicants will have access to outstanding teaching and research environments that have been developed and enhanced by a synergetic faculty. New faculty members are encouraged and helped in developing their individual programs and adding to the future direction of the department. The department offers two highly respected co-op undergraduate programs in Electrical Engineering and Computer Engineering which attract the top students in Canada. The department has launched a new Software Engineering degree program in conjunction with the Computer Science Department in the Fall 2001. The department has two strong graduate programs at the Master's (MASc) and doctoral (PhD) levels which attract equally outstanding graduate students both in Canada and abroad. The department currently has 250 full-time graduate students that are supervised by 52 full-time faculty members. The department has developed excellent teaching and research laboratories in all the key areas of Electrical and Computer Engineering. Laboratories exist and will be expanding in Microelectronics Fabrication, Wireless Communication (Centre for Wireless Communication), Software Reliability (Bell Canada Software Reliability Laboratory), Software Engineering, RF Technology, Speech, VLSI, Control and Power. These laboratories and research programs have been created by government and industry funding such as the Natural Sciences and Engineering Research Council of Canada, Communications and Information Technology of Ontario, Material and Manufacturing of Ontario, national research centres such as Micronet and the Canadian Institute for Telecommunications Research, Consortium for Software Engineering Research, Bell Canada (Software Reliability), and Ericsson Canada (Centre for Wireless Communication). The department has recently established two strategic new research initiatives. The first initiative is in partnership with Nortel Networks Inc. and the Computer Science Department. This led to the establishment of the Nortel Networks Institute for Advanced Information Technology. The second research collaboration is with Bell Canada Emergis and the University of Toronto. This led to the creation the Bell University Laboratories. These initiatives will provide excellent research opportunities for existing and new faculty members in many of the fast developing areas of Information Technology. These initiatives are fostering innovative interdisciplinary and multidisciplinary research between university and industry researchers. The University of Waterloo is located in an attractive two-university town of Waterloo, Ontario (population ~90,000, 100 km west of Toronto). Waterloo is at the apex of the technology triangle of Canada, a high-technology area in south-western Ontario. Interested candidates should send resumes to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. More information can be obtained at (http://www.ece.uwaterloo.ca) or by sending email to Professor Daniel Miller (millerd@kingcong.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca.

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization,

University of Ottawa

ENVIRONMENTAL GENOMICS RESEARCH DIRECTOR

The University of Ottawa invites applications for the Director of the Centre for Advanced Research in Environmental Genomics (CAREG). The Directorship of CAREG is seen as a key appointment within the University and we are seeking an outstanding individual with an international reputation for innovation and excellence in relevant fields of inquiry. The successful candidate will be nominated for a Tier 1 Canada Research Chair (www.chairs.gc.ca). CAREG is home to a large cross-disciplinary research team that is working at the research interface between genomics and the environmental sciences. CAREG has received over 10 million dollars in funding from the Canadian Foundation for Innovation.

Applications, together with the names of three respondents, should be submitted to:

Dr. Howard Alper,
Vice-Rector, Research,
University of Ottawa,
Tabaret Hall, Room 246,
Ottawa, ON, K1N 6N5, Canada.

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Head,
Computing and Information Science

QUEEN'S UNIVERSITY at Kingston invites applications from outstanding scholars for a tenured position as Head of the Department of Computing and Information Science, effective July 1, 2002.

The successful candidate will have outstanding leadership skills and an exceptional record as a teacher and scholar. The Department is seeking an outstanding scholar in any field, but applications from candidates in Software Design, Systems, and Databases will be particularly welcomed. The candidate should have a distinguished record of publication, demonstrated achievement in teaching at the undergraduate and graduate levels, and experience in academic administration.

The Department of Computing and Information Science currently has 20 regular faculty members, numerous adjuncts, 80 graduate students, extensive interactions with the Faculty of Applied Science, and is in the process of becoming a School of Computing. The faculty are doing research in a number of areas of computer science including computational imagery, molecular scene analysis, computer-assisted surgery, robotics and perception, software technology, database systems, computer networks, computational geometry, parallel computation and computational linguistics. The department offers undergraduate programs in computer science, cognitive science, software design and biomedical computing. See http://www.cs.queensu.ca/ for more details.

The appointment will be at the rank of Associate or Full Professor. Salary will be commensurate with qualifications and experience.

Queen's University is one of the top universities in Canada and is well known for the high quality of its students and faculty. Queen's University is situated in Kingston, a beautiful and historic city, which is located on Lake Ontario within easy travelling distance of Toronto, Montreal, Ottawa and Syracuse. Kingston offers the amenities of a large city and the comfort of a small city. See http://www.queensu.ca/ for more details.

Letters of application, curriculum vitae, sample publications, and letters of three referees should be directed to:

Dr. H E A Campbell,
Chair, Advisory Committee for the Headship of the Department of Computing and Information Science
Faculty of Arts and Science
Queen's University
Kingston, Ontario K7L 3N6
Tel: (613) 533-2448
Fax: (613) 533-2067

Closing date for applications is Friday, March 15, 2002.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

www.queensu.ca

McMASTER UNIVERSITY
CANADA RESEARCH CHAIRS

The Department of Electrical and Computer Engineering at McMaster University invites applications for the very prestigious appointment of a Canada Research Chair (CRC) in the broad area of Information Technology (IT). McMaster University has identified IT as an area of strategic priority. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC Program can be viewed at http://www.chairs.gc.ca/english/about/factsheet/index.html.

McMaster University has an outstanding research environment. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in all areas of Information Technology.

The Electrical and Computer Engineering Department is rapidly building a strong, vibrant and dynamic team in all areas of Information Technology. We are looking for leaders who will be a vital part of the future growth and development of our Information Technology Institute. We see this as a significant opportunity for a first class individual to develop internationally renowned research programmes in the IT area.

Applications will be accepted for the junior (Tier II) level of the CRC Program. Qualified candidates will have an outstanding track record in research and teaching or substantial industrial research experience. A strong commitment to research excellence, developing research partnerships, and the ability to establish a dynamic and world class research program in their fields of expertise, and strong communication skills are all essential.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Further information on the department is available from http://www.ece.mcmaster.ca.

Applications complete with a curriculum vitae and the names of three references should be sent to:
Dr. T. Luo, Chair,
Department of Electrical and Computer Engineering,
McMaster University,
1280 Main Street West,
Hamilton, Ontario, Canada L8S 4L7.

Telephone: 905-525-9140, ext. 23315,
Fax: 905-523-4407,
email: ferracu@mcmaster.ca.

McMaster University
ENGINEERING

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 100 tenure-track professors in the last four years and plan to hire another 100 tenure-track professors in the next three to four years, including up to 35 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2002-2003 academic year.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two-limited term appointments, one in the field of Human Relations and the other in the field of Therapeutic Recreation. For the position in Human Relations, applicants will be expected to teach courses chosen from lifespan growth and development, respecting diversity in human relations, sexuality in human relations, and interpersonal communication and relationships. For the position in Therapeutic Recreation, applicants will be expected to teach courses chosen from cognitive disabilities and illness, physical disabilities, introduction to Therapeutic Recreation, Therapeutic Recreation programming, and leisure assessment and counseling. Applicants for both positions should have a doctorate in a relevant social science discipline. For the Human Relations position, advanced professional training in human relations and group process intervention is desirable.
Dr. Randy Swedburg,
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.
Dr. Marcus Lawrence,
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to four limited-term appointments. Depending upon Departmental needs, we anticipate hiring in one or more of the following three areas: Media Production (Video or Multimedia); Political Economy, Communication and Culture; and Communication Theory, Rhetoric and Cultural Studies. Applicants must hold a terminal degree (PhD or MFA) in Communication Studies or in a cognate field. Related teaching experience is essential. The successful candidates will be expected to teach at the BA, Graduate Diploma, and MA levels.
Dr. Martin Allor,
Chair, Department of Communication Studies,
allor@vax2.concordia.ca

COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one limited-term appointment to teach courses at the undergraduate and graduate levels on public policy and community intervention. Applicants should hold a completed or nearly completed PhD and must be able to link public policy debates and issues to community intervention, within a multidisciplinary framework. Prior teaching experience and the ability to teach in French are definite assets. The School offers a multidisciplinary Major in Community, Public Affairs and Policy Studies and a Graduate Diploma in Community Economic Development.
Dr. Daniel Salée
Principal, School of Community and Public Affairs,
salee@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three limited term appointments to teach at the undergraduate level in several of the following fields: Introductory and Intermediate Theory; Statistics; Industrial Organization; International Finance; Mathematical Economics; and Environmental Economics. Applicants should have a completed or nearly completed PhD.
Dr. William A. Sims,
Chair, Department of Economics
simsws@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to three limited-term appointments, one in each of the following three areas: Early Childhood and Elementary Education (ECEE), Educational Studies (ESTU), and Teaching English as a Second Language (TESL). For the ECEE position, applicants must have expertise in early childhood and elementary education, particularly in language arts and science, along with a teaching certificate and prior classroom experience. For the ESTU position, the candidate will be expected to teach graduate and undergraduate courses dealing with current issues in education, comparative education, and the philosophy and history of education. Applicants for the ECEE and ESTU positions should hold a completed or nearly completed PhD. For the TESL position, applicants should be methodologists in English-second-language teaching. Responsibilities will include the supervision of student teachers and the teaching of undergraduate courses in the field of classroom methodology. Applicants must be bilingual, possess at least an MA degree in TESL, and have demonstrated experience in the field.
Prof. Ellen Jacobs,
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one limited-term appointment in Twentieth Century Literature, with an emphasis on modern and contemporary British and American literature. The successful candidate will teach at the graduate and undergraduate levels. Applicants must have a completed or nearly completed PhD. Prior teaching experience is an asset.
Prof. Terence Byrnes,
Chair, Department of English
byrnes@alcor.concordia.ca

ETUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à trois postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycles, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes au rang de chargé-e d'enseignement ou de professeur-e adjoint-e en enseignement du français langue seconde, l'un orienté vers la didactique et le multimedia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimedia. Un poste de même rang en traduction est ouvert à toute personne apte à enseigner la traduction générale, connaissant bien la TAO, et au fait des industries de la langue.
Madame Lucie Lequin,
Directrice de département d'Études françaises
lcquin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for one limited-term appointment in the areas of Issues in Personal and Community Health, and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD) as well as prior teaching experience at the University level.
Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments from any of the following areas: German literature since 1950, the history of the German theater, and German literature of the 18th and 19th Centuries. Teaching responsibilities are also likely to include the German language at all undergraduate levels. Applicants must hold a PhD and be fluent in English and German. A background in German linguistics and the history of the German language is an asset.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

HISTORY

Our Department of History invites applications for one limited-term appointment in East Asian history. The successful candidate will be primarily involved in teaching undergraduate courses on the history of China and Japan. Other teaching responsibilities may include courses on the History of the Non-Western World and on the History of the World in the Twentieth Century. Applicants must hold a PhD; prior teaching experience at the undergraduate level is an asset.
Dr. Ronald Rudin
Chair, Department of History
rudin@vax2.concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will be required to design and teach courses in the History and Philosophy of Science to undergraduates with varying degrees of scientific knowledge, ranging from very little to a fair amount. Applicants should hold a PhD in the area of History and Philosophy of Science, have some publications, and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.
Dr. Martin Singer
Dean, Faculty of Arts and Science
martin.singer@concordia.ca

JOURNALISM

Our Department of Journalism invites applications for up to two limited-term appointments, one in Computer-Assisted Journalism and one in Broadcast Journalism. Applicants for the position in Computer-Assisted Journalism should have prior teaching experience and the ability to teach web-site design, desk-top publishing and on-line magazine publishing, as well as computer-assisted reporting. Applicants for the Broadcast Journalism position should have professional experience in both radio and television journalism and will be expected to teach workshops in introductory and advanced radio and television production, as well as a course in the history of broadcasting. Applicants for both positions should have a relevant graduate degree and at least five years of work experience as a professional journalist.
Dr. Enn Raudsepp
Director, Department of Journalism
raudhen@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments from candidates capable of teaching seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be able to teach Great Books in the areas of history, philosophy, literature, religion, political theory, art history and music. Candidates should have a completed PhD and some prior teaching experience.
Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to three limited-term appointments for candidates able to teach courses in areas that include: Analysis, Numerical Analysis, Optimization, Probability and Statistics, and Engineering Mathematics. Applicants must have a PhD and evidence of excellence in teaching ability.
Dr. Hershy Kisilevsky,
Chair, Department of Mathematics and Statistics
kisilev@discrete.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for up to two limited-term appointments, one in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics), and a second in the area of Ethics (with teaching responsibilities to include courses in ethics and applied ethics). Applicants for both positions must have a completed or nearly completed PhD, as well as prior teaching experience.
Dr. Andrew Wayne,
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Latin American Politics, American Foreign Policy and U.S. Politics. Applicants must hold a PhD; good teaching and research experience is an asset.
Dr. Reeta C. Tremblay,
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to four limited-term appointments. Applicants should possess a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: motivation, perception, historical, introductory psychology, statistics and social psychology. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the department's 34 tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.
Dr. June Chaikelson,
Chair, Department of Psychology
chaikel@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. The position in East Asian Religions is a five-month term, starting on January 1, 2003. Applicants for the position in Judaic Studies should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism. The ability to teach in the areas of Christianity, and women and religion, is highly desirable. Applicants for the Hindu Studies position should hold a PhD and have expertise in both the religious and philosophical aspects of the Hindu tradition, and familiarity with Hinduism throughout the whole range of its historical development. Candidates for the East Asian Religions position should have a solid background in the study of the major traditions of China and Japan, including Buddhism, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions, as well as women in East Asian traditions. Relevant language proficiency is required for each of these positions, as is prior teaching experience.
Dr. Leslie Orr
Chair, Department of Religion
orr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: social justice and moral regulation, political sociology, economic sociology, and social movements. Preference will be given to candidates with expertise in comparitive and historical perspectives, advanced methodology and/or general theory. A PhD is preferred; knowledge of French is an asset.
Dr. Anthony Synnott,
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments in Spanish, one in the area of 19th and 20th Century Spanish peninsular literature, and one in the field of translation (English-Spanish-English). Teaching responsibilities are also likely to include the Spanish language at all undergraduate levels, as well as Spanish culture and/or panorama of literature. Applicants must have a PhD in the field, excellence in teaching, and native or near-native fluency in Spanish and English.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies, with a specialization in the Old Testament. The successful candidate will teach at both the undergraduate and graduate levels. Applicants must have a completed or very nearly completed PhD. Successful teaching experience is highly desirable, as are scholarly publications.
Dr. Pamela Bright
Chair, Department of Theological Studies
bright@alcor.concordia.ca

The above positions are all full-time, limited-term appointments, beginning August 15, 2002 and ending May 31, 2003, unless otherwise noted. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. **Review of applications will begin on March 1, 2002 and continue until the positions are filled.**

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2081; e-mail: martin.singer@concordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8 http://artsandscience.concordia.ca

Concordia UNIVERSITY

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reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director: Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. These positions are immediately available. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate a strong ability in both teaching and research. We are seeking candidates whose research activities connect to the ongoing departmental research in systems theory, modelling, and simulation. Desirable areas of research include graph theory, system dynamics, and mathematical modelling of multi-disciplinary problems, with applications to areas such as mechatronics. The successful candidate will be interested in teaching undergraduate and graduate courses in systems modelling, analysis, and design, as well as other core undergraduate engineering courses. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgnieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydewww.uwaterloo.ca/. The closing date for applications is April 30, 2002. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before January 1, 2003.

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Solid Mechanics. Interest in Design would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at http://www.mech.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant Professor level in Neuroscience and Cognitive Systems. The starting date will be July 1, 2002, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical or Biomedical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with research expertise in that blends mechanics with the field of neuroscience and cognitive systems. Industrial experience in related areas is an asset. The successful candidate will be expected to develop strong research collaborations with the Faculty of Medicine and will be eligible for associate faculty status in an appropriate unit in the Faculty of Medicine. The Department currently has a formal collaboration with the Faculty of Medicine through the Division of Orthopaedic Engineering Research (www.mech.ubc.ca/~DOER). Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1-2 pages) of research and teaching interests, and names and addresses (fax/e-mail included) of four referees to Professor Nimal Rajapakse, PEng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is April 15, 2002. Please do not forward applications by e-mail.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in Heat Transfer and Thermodynamics. The starting date will be July 1, 2002, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. Industrial experience in related areas is an asset. In the area of thermodynamics and heat transfer, the major experimental facilities in the Department include several engine test cells, a supercritical water oxidation facility, a shock-tube, wind tunnels, aerosol instrumentation and other combustion research tools. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1-2 pages) of research and teaching interests, and names and addresses (fax/email included) of four referees to Professor Nimal Rajapakse, PEng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is April 15, 2002. Please do not forward applications by e-mail.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant Professor level in Metrology/CAD. The starting date will be July 1, 2002, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. Industrial experience in related areas is an asset. The Department has been granted two Industrial Research Chairs (IRC). The IRC program focuses on virtual machining research with a Senior Chair in machining and machine tools (Professor Y. Altintas), and a Junior Chair in Metrology/CAD. The successful candidate will be expected to actively involve in virtual machining research. The Department has received a three-year grant from the provincial government to support the research program of the Junior Chair. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1-2 pages) of research and teaching interests, and names and addresses (fax/email included) of four referees to Professor Nimal Rajapakse, PEng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is April 15, 2002. Please do not forward applications by e-mail.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Civil and Environmental Engineering has established an international reputation in geotechnical, wind and structural engineering through the activities of the Geotechnical Research Centre and the Boundary Lay-

UNIVERSITY OF REGINA

FACULTY OF ENGINEERING

The University of Regina is a comprehensive University, which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross-disciplinary teaching and research are strongly supported. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Engineering presently offers B.A.Sc. programs (with Co-operative Education) in Electronics, Environmental and Industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. Specialized programs in Software and Petroleum Systems Engineering are also offered. In addition, the Faculty offers M.A.Sc., M.Eng. and PhD programs as well as other interdisciplinary graduate programs. The Faculty has approximately 700 undergraduate students and 100 graduate students.

The Faculty enjoys close collaborative relationships with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. These include the Telecommunication Research Laboratories (TR Labs), the Petroleum Technology Research Center, the Information Technology Center and the International Test Center for Carbon Dioxide (CO_2) Capture, all located in the adjacent Regina research park. More information on the Faculty can be found from our website at: www.uregina.ca/engg/.

SOFTWARE SYSTEMS ENGINEERING

Applications are invited for a tenure track open rank faculty position. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Software Systems Engineering and to conduct research in the areas of software systems development and engineering applications. Applicants should have an earned PhD degree in electrical/computer engineering or computer science. Applicants in the areas of Software Process and Lifecycle Design, Internet and Multimedia Computing, and Intelligent Systems and Knowledge Engineering are especially encouraged to apply but all areas of Software Engineering will be considered. A strong commitment to teaching and research are required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers.

INDUSTRIAL SYSTEMS ENGINEERING

The search is open to candidates with expertise in Industrial Engineering and an ability to teach courses in areas that use computational tools and their applications in engineering systems. The candidate is also expected to be an excellent communicator with an enthusiasm for teaching both undergraduate and graduate students. The candidate should have research interests in the use of modeling mathematical, optimization modeling and simulation. Practical work experience in the area is desirable.

The applicants should have: A PhD in Industrial Engineering or related field earned by the spring of 2002. Evidence of the ability to teach in a wide range of undergraduate and graduate courses such as Simulation and Modeling, Facility Planning, Statistical Quality Control, Human Factors, Computer Aided Design and Operations Research. The ability to supervise applied research at the graduate level, A demonstrated ability to conduct an active research program and the undergraduate background to be able to become registered as a professional engineer with the Association of Professional Engineers and Geoscientists of Saskatchewan.

GHG CONTROL TECHNOLOGY

Applications are invited for a tenure track position at Assistant Professor level. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Industrial, Petroleum or Environmental Systems Engineering and conduct research in one or more of the following areas: GHG emission minimization & mitigation, CO_2 Capture & Separation, Energy systems modeling, GHG separation and sequestration, high efficiency combustion processes, and other research areas related to GHG control technologies.

Applicants should have an earned PhD degree in Chemical/Industrial/Environmental/Mechanical Engineering or other related engineering disciplines. A strong commitment to teaching and research is required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers.

Review of applications will begin on **February 15, 2002** and continue until the positions are filled. Send application with curriculum vitae, a statement of teaching and research interests including the names of three references to:

Dr. Paitoon (P.T.) Tontiwachwuthikul, P.Eng.
Dean, Faculty of Engineering
University of Regina
Regina, Saskatchewan, S4S 0A2
Email: paitoon@uregina.ca (also copy to carol.lindemann@uregina.ca)

The University of Regina is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This position is subject to budgetary approval.

UNIVERSITY OF REGINA

FACULTY OF ENGINEERING
CANADA RESEARCH CHAIR

The Faculty of Engineering is soliciting applications for three Canada Research Chairs (both Tier I and Tier II), in the areas of energy, environment, or information technology. Candidates for the Tier I chair are expected to be experienced and outstanding researchers who have made a major impact on their field, while Tier II candidates should be emerging researchers with the potential to achieve international recognition as leaders in their fields in five to ten years. In all cases, the research programs of the candidates are expected to be innovative and original, and the successful candidates are expected to provide leadership in research-related activities, including graduate training, mentoring of colleagues and younger researchers, and the development of collaborative research initiatives.

The University of Regina's Strategic Research Plan, which can be viewed at the CRC website (www.chairs.gc.ca), addresses the general research objectives of the University. Further information about the University of Regina can be found at the University's website (www.uregina.ca).

Candidates for Tier I and Tier II Canada Research Chairs should have expertise in the following areas.

Energy and Environment, with research focus in one or more of:

- Petroleum Systems Engineering
- Green Technology for Petroleum Production
- Process and Energy Systems
- Climate Change Control Technology
- Environmental and Energy Systems Modeling and Planning
- Greenhouse Gas Control Technology
- Other related research areas

Information-Technology Applications to Energy and Environment, with research focus in one or more of:

- Software Systems Engineering Applications
- Energy and Environmental Information Systems
- Intelligent Instrumentation and Control Systems
- Expert Systems Applications
- Industrial Applications of Artificial Intelligence
- Other related IT research areas

Infrastructure support for these areas include the Petroleum Technology Research Centre, a newly established Greenhouse Gas Technology Centre, the International Test Centre for CO_2 Capture, the Institute for Computational Discovery, Network of Laboratories for Software Systems Engineering and a soon to be opened New Media Centre.

Review of applications will begin on **February 15, 2002** and continue until the position is filled. Send application with curriculum vitae, a statement of research interests including the names of five references to:

Dr. Paitoon (P.T.) Tontiwachwuthikul, P.Eng.
Dean, Faculty of Engineering
University of Regina
Regina, Saskatchewan, S4S 0A2
Email: paitoon@uregina.ca

The University of Regina is committed to employment equity.

er Wind Tunnel and has recently established the Institute for Catastrophic Loss Reduction and appointed a new Chair of Extreme Weather. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking two outstanding individuals with these qualities to join our Department in probationary (tenure-track) positions as Assistant Professors in Structural Engineering and Design and in Geotechnical Engineering, Structural Engineering and Design. You will be expected to have demonstrated expertise and research interests in an area of potential growth such as the durability and rehabilitation of civil engineering infrastructure, full-scale monitoring or non-destructive evaluation of structures, or impact of natural disasters on civil infrastructure. Your academic background, field of PhD research and experience will be such that you will be enthusiastic about advising student teams on their capstone 4th year design project, teaching senior undergraduate courses in structural analysis or design Geotechnical Engineering. You will be expected to have a PhD in any area of geotechnical engineering and be willing to develop a vigorous research activity in your area or in any other emerging areas (such as soil-structure interaction, buried infrastructure, numerical modelling, or natural disaster-related geotechnical analysis), supervise graduate students and instruct in undergraduate and graduate geotechnical engineering courses, such as soil mechanics and foundation design, or rock mechanics. A self-starter with initiative, you will develop and sustain a vigorous externally funded research program in your field that will complement and expand the existing areas of expertise in the Structures and/or Geotechnical Groups. You will have a PhD in a directly related area, a proven research record or potential, excellent communication and teaching skills, a demonstrated ability to work closely with industry and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to: Dr. E.K. Yanful, PEng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9, Tel: (519) 661-2139, Fax (519) 661-3779, Email: eyanful@eng.uwo.ca. Applications will be accepted until April 1, 2002. Anticipated appointment start date for both positions is July 1, 2002. Salary and rank will be commensurate with experience and research record. Outstanding candidates may be considered for appointment at the Associate Professor level. The positions are subject to budget approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Civil and Environmental Engineering at The University of Western Ontario has established an international reputation in wind, geotechnical and structural engineering through the activities of the Boundary Layer Wind Tunnel Laboratory (BLWTL) and the Geotechnical Research Centre and has recently established the Institute for Catastrophic Loss Reduction and appointed a new Chair of Extreme Weather. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these qualities to join our Department in a limited term appointment of up to 5 years, as Assistant Professor in Wind Engineering. The position is jointly funded by the University's Faculty of Engineering Science (75%) and the BLWTL (25%). A self-starter with initiative, you must have a PhD degree in Wind Engineering or closely related areas, with at least 5 years experience. You must have a proven research record or potential in wind engineering and the analysis of extreme wind speeds, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a Professional Engineer in Ontario. You will be expected to develop and sustain a vigorous externally funded research program in your field that will complement and expand existing and new areas of interest to BLWTL including wind effects on structures, the structure and prediction of extreme wind storms such as tornadoes, downbursts and hurricanes, assessment of vulnerability of structures, and the risks associated with extreme winds and related climatic events. You will also be expected to supervise graduate students, instruct in undergraduate and graduate courses, and participate in normal Faculty, Department and BLWTL administrative activities. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to: Dr. E.K. Yanful, PEng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9, Tel: (519) 661-2139, Fax: (519) 661-3779, Email: eyanful@eng.uwo.ca. Applications will be accepted until April 1, 2002. Anticipated appointment start date for the position is July 1, 2002. Salary will be commensurate with experience and research record. The position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ENGLISH

BROCK UNIVERSITY — The Department of English Language and Literature invites applications for probationary/tenure track appointment, subject to final budgetary approval, at the rank of Assistant Professor, beginning July 1, 2002. The successful candidate will have demonstrated scholarly and teaching competence in Canadian literature, with secondary specialization in one of the following: American literature, women's literature, or academic and professional writing. Applicants should have the PhD or equivalent. The closing date for completed applications is February 28, 2002. Please send letter of application, curriculum vitae, teaching and research dossiers, and three letters of reference to: Dr. Marilyn Rose, Chair, Department of English Language and Literature, Brock University, 500 Glenridge Ave. St. Catharines, Ontario L2S 3A1 Canada, Email: mrose@spartan.ac.brocku.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca, information on the Department of English Language and Literature is at www.BrockU.ca/english

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, the Department of English Language and Literature invites applications for a tenure-track position at the rank of Assistant Professor to commence on July 1, 2002 in the area of twentieth-century British Literature. Applicants should have a completed PhD, a promising research record and strong evidence of teaching ability. Responsibilities include both undergraduate and graduate teaching and supervision. Candidates should submit a letter of application, complete curriculum vitae, a writing sample (20 page maximum), copies of graduate and undergraduate transcripts, a teaching dossier and the names, institutional addresses and email addresses of three referees. The closing date for applications is February 28, 2002. Please submit applications to: Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. THOMAS UNIVERSITY is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of English invites applications for two entry-level limited-term appointments. The first appointment is for nine months. The successful candidate will specialize in creative writing. Broad competence and an ability to teach in other literary areas is required. The successful candidate will teach 6 credit hours of creative writing and 12 credit hours in other literary fields. The second appointment is for twelve months. The successful candidate will teach three sections of English 1006 Introduction to Literature, and a section of English 2006 Introduction to the Study of Literature. For more information, please see www.stthomasu.ca/academics/depts/english. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Elizabeth McKim, Chair, Department of English, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: March 8, 2002, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

McGILL UNIVERSITY — The Department of English invites applications for two two-year limited term positions at the level of Assistant Professor beginning September 2002. Applicants are expected to be dynamic and committed teachers who have completed their PhD and are able to teach at least two of the following fields: modern literature, contemporary literature, 19th century literature (especially the novel), drama. Successful applicants will be expected to take on a normal teaching load (2 courses per term), as well as some undergraduate and Masters supervision, and to be active in the department. Application letters including three letters of reference should arrive no later than March 30, 2002. Applicants who wish to receive an acknowledgement should include a stamped (Canadian postage please), self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada, H3A 2T6.

ENGLISH AS A SECOND LANGUAGE

McGILL UNIVERSITY — The English and French Language Centre of the Faculty of Arts (EFLC) invites applications for a position in ESL at the rank of Faculty Lecturer, beginning August 1, 2002 (after 5 years of service, automatic unlimited appointment). We are looking for a colleague with a demonstrated record of effective language teaching at the university level, in particular in English for Academic Purposes and Pronunciation, an expertise in various pedagogical approaches and in computer-assisted language learning (CALL). Experience in the development of innovative instructional programs at all levels as well as language testing is required. Candidates should have proven administrative and leadership abilities. The ideal candidate must have a keen interest for research in second language pedagogy, be eager to work harmoniously to maintain the Centre's many programs and play a major role in the development of the Arts Multimedia Language Facility. The short listed candidates will be asked to give a public lecture. Requirements include: an M.A. in a field related to the teaching of ESL/EAP, native fluency in English and a good knowledge of French. Knowledge of another language is an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to the principles of employment equity. Application must be accompanied by an up-to-date curriculum vitae, copies of degrees, copies of recent teaching evaluations and a teaching dossier. Three letters of academic references should be sent directly to Prof. Hélène Riel-Salvatore, Director, English and French Language Centre, 688 Sherbrooke West, Room 265, Montreal (Quebec) H3A 3R1. Deadline: February 20, 2002.

FAMILY MEDICINE

THE UNIVERSITY OF ALBERTA — The Department of Family Medicine invites applications for the position of Academic Family Physician. This will be a 0.5 academic position at the rank of Assistant Professor. The applicant must be a Certificant of the College of Family Physicians of Canada and be eligible for licensure in the province of Alberta. This position is located at the Family Clinic in the Northeast Community Health Centre, a facility with a multidisciplinary team serving the needs of residents of NE Edmonton. Within this part of the city are populations of vulnerable people whom the NECHC particularly seeks to support. Work will involve undergraduate and postgraduate teaching, scholarly activities, hospital in-patient management (including obstetrics), and office-based clinical sessions in which these is modelling of team practice involving Nurse Practitioners and other health professionals. Records are electronic (Purkinje) and there is secretarial support for academic activities. The successful applicant will join a group of three family physicians whose clinical earnings are paid through an alternate payment plan negotiated with Alberta Health and Wellness and the Alberta Medical Association. The University's academic salary range for Assistant Professor is $45,374 to $64,238. This position is available effective May 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should provide a curriculum vitae and teaching dossier, and the names and addresses of three referees. Applicants should provide a curriculum vitae and teaching dossier, and the names and addresses of three referees. Applications should be submitted in confidence by Friday, March 29, 2002 to: Dr. G.R. Spooner, Professor and Chair, Department of Family Medicine, University of Alberta, 12-103 Clinical Sciences Building, Edmonton, Alberta T6G 2G3. Tel: (780) 492-6611, Fax: (780) 492-8191. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Family Medicine seeks to hire a Family Medicine/Primary Care Researcher. The successful applicant will be either (a) a certificated (CCFP) family physician with at least 5 years of clinical experience, be eligible for licensure within Alberta, have a solid record of research publications/grants, and have advanced research training; or (b) a PhD researcher with at least 5 years experience in primary care research and a track record of publications/grants. This is a full-time, academic position. The clinician researcher is expected to have 50% protected research time and 50% clinical, teaching, and administrative time. The PhD researcher will have 75% research time and 25% teaching/administrative time. Salary range: Assistant Professor $45,374 to $64,238; Associate Professor $56,378 to $80,618. The Department has 20 full time academic faculty members, four academic teaching centres, and 101 family medicine residents. Five educational programs are provided: core family medicine program, Rural Alberta North program; emergency medicine (CCFP-EM); diploma fellowships in care of elderly and palliative care; and third year additional skills. The Department's Primary Care Research Unit (PCRU) provides research support to faculty members. The Department is active in health services, educational, and clinical (asthma, diabetes) research. The PCRU maintains a close affiliation with the Alberta Family Practice Research Network (AFPRN) of the Alberta Chapter, College of Family Physicians of Canada. AFPRN is a network of approximately 400 family physicians within Alberta. The Alberta Heritage Foundation for Medical Research is a competitive source of research project funding. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Applications with a current curriculum vitae and names/addresses of three referees should be submitted in confidence by March 31, 2002 to: Dr. G. Richard Spooner, Professor and Chair, Department of Family Medicine, 12-105 Clinical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G3. Tel: (780) 492-6111; Fax: (780) 492-8191; The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

FOOD SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Food Science invites applications for a tenure-track faculty position in dairy technology at the rank of Assistant Professor. This position is sponsored by the Ontario Dairy Council and NSERC. The successful applicant is expected to work closely with the current Industrial Research Chair in Dairy Technology at the University of Guelph and to develop a strong and creative research program in fundamental science related to dairy technology, including the integration of physics, chemistry and/or processing, with value-added applications. The incumbent is expected to contribute to information and technology transfer programs for the dairy industry. The incumbent is also expected to contribute positively to the University graduate programs (supervising, teaching). Applicants should have a PhD and minimum of one or two years postdoctoral experience in food science or a related field, a strong record of research in the designated areas. Rank and salary will be commensurate with qualifications and experience. For more information about the University of Guelph and the Departments of Food Science visit our Web sites at www.uoguelph.ca and www.oac.uoguelph.ca/foodsci. Applicants should forward their curriculum vitae, names and contact information for three referees, a statement of research interests, and representative publications to: Professor Douglas Goff,

Simon Fraser University
School of Computing Science

Applications are invited for several tenure-track positions at the Assistant Professor level. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. While outstanding candidates in all areas will be considered, subject to budgetary authorization, preference will be given to candidates in a systems area, such as software engineering, graphics, multimedia systems, database systems, distributed systems, networking or human computer interaction. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Excellent support will be provided to the successful applicants for establishing their research programs.

The School of Computing Science has 40 faculty members, and offers expanding graduate and undergraduate programs with over 120 M.Sc and PhD students, and 700 Majors and Honors. The School has state-of-the art computer equipment with excellent network support. As well, the school has strong links with the university's Centre for Systems Science, the B.C. Advanced Systems Institute, the New Media Innovation Centre, and local industries.

A public university funded by the Province of British Columbia, Simon Fraser University serves about 18,000 students. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent views of Burrard Inlet, the North Shore Mountains, the Fraser River, and Vancouver harbour. The Lower Mainland area of British Columbia is unique in Canada, the mild climate and the extraordinary setting of mountains and ocean afford a wide range of recreational opportunities. Boating, sea kayaking, skiing, hiking, rock-climbing, and birding can all be done just a short drive from the city.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled. For updated information see www.cs.sfu.ca.

To apply, send a curriculum vitae, evidence of research productivity (including selected reprints), and the names, addresses and phone numbers of three referees to:

Dr. Ze-Nian Li, Director
School of Computing Science
Simon Fraser University
Burnaby, British Columbia, Canada, V5A 1S6
email: faculty-search@cs.sfu.ca

FOUNDING DEAN
Northern Medical School

In May 2001, the Ontario Government announced the creation of the Northern Medical School to provide excellent medical education in a decentralized setting, with special emphasis on northern and rural issues. The new school will be based at Laurentian University in Sudbury and at Lakehead University in Thunder Bay. The first class intake of 55 students will be in Fall 2004.

NORTHERN MEDICAL SCHOOL

The Founding Dean will: provide leadership for the accreditation process; assume a position on the Implementation Management Committee and work on the business and implementation plan; implement an organizational structure that reflects diverse geographic, ethnic and academic environments in Northern Ontario; provide leadership in the development of the curriculum; initiate faculty recruitment and development processes; liaise with provincial and national medical education bodies; and interact with the communities of Northern Ontario, including First Nations, to ensure broad support for the school.

The successful candidate will be an M.D., and be licensed or eligible to be licensed to practice medicine in Ontario. S/he will have proven leadership abilities, a solid scholarly record, demonstrated ability to work with government, accreditation bodies and community organizations, and highly developed communication skills, preferably in both official languages. Candidates should be committed to excellence in education and research, and demonstrate an innovative and strategic leadership style. Special emphasis will be placed on interest and experience in the area of development of innovative pedagogical strategies that will be effective in northern and rural settings. The ability to create an outstanding team will be essential for the success of this new School.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Universities are committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities.

Should you want to learn more about this unique leadership opportunity,
call Libby Dybikowski or Maureen Geldart at (604) 913-7768 or forward your CV,
a letter of introduction and the names of three referees in confidence to
Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9
Fax: (604) 913-8356, e-mail search@provenceconsulting.com
To apply on line, go to www.provenceconsulting.com
We will communicate with all who express interest.

Provence consulting inc.

Chair of the Search Committee, Department of Food Science, University of Guelph, Guelph, ON, N1G 2W1, Canada, dgoff@uoguelph.ca. To ensure full consideration, applications must be received by March 31, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

FRANÇAIS

ST. THOMAS UNIVERSITY — Le Département de langues romanes sollicite des candidatures à un poste menant à la permanence au rang de professeur adjoint. Description du poste: l'enseignement de la langue française à tous les niveaux et des cours de civilisation francophone. Date d'entrée en fonction: le 1er juillet 2002. Exigences: un doctorat dans les domaines indiqués; une expérience diversifiée de l'enseignement du français langue seconde, et une bonne connaissance de la civilisation de la Francophonie, excellent dossier pédagogique, dossier de publications et aptitude au travail en équipe. Prière de faire parvenir un cv, un dossier pédagogique, vos publications principales, et trois lettres de recommandation (envoyées de rectement par les répondants) avant le 8 mars 2002 à Jonathan Rahn, directeur, Département de langues romanes, St. Thomas University, CP 4569, Fredéricton, NB, E3B 5G3. St. Thomas University respecte une politique d'équité en matiere d'emploi. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

GÈNIE

LE COLLÈGE MILITAIRE ROYAL DU CANADA — Le departement de génie électrique et informatique recherche des candidats pour combler deux postes de professeur adjoint conduisant à la permanence. Les qualifications suivantes sont requises: détenir un doctorat en génie électrique ou informatique, posséder une expérience acceptable de l'enseignement et un bon dossier de publications. Pour un des postes, le département cherche à augmenter son expertise dans un des domaines suivants: architecture des ordinateurs ou électronique numérique. Pour l'autre poste, on recherche des candidats spécialises en traitment numérique des signaux ou en communications. Si on ne peut trouver de candidats acceptables possédant ces expertises, on pourra considérer les candidats spécialisés dans d'autres domaines du génie électrique ou informatique. Le candidat retenu devrait être capable de développer et d'enseigner des cours au niveau du baccalauréat et des études avancées ainsi que de diriger un programme de recherche. Ces deux postes sont bilingues. Il exigent l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles avec un profil linguistique PPP/PPP. La préférence sera accordée à la dotation de poster bilingues, mais une liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont prés de communiquer avec M. Bernard Mongeau, chef du departement de génie électrique et informatique, au numéro (613) 541-6000, poste 6470, ou par courriel à l'adresse Internet suivante: mongeau-b@rmc.ca. Pour plus d'information au sujet du département de genie électrique et informatique, consultez les pages web aux adresses suivantes: http://www.rmc.ca/academic/engineering/rmccomp.html.

GENOMICS

THE UNIVERISTY OF BRITISH COLUMBIA — The Wine Research Centre (www.agsci.ubc.ca/wine) and The Biotechnology Laboratory (www.biotech.ubc.ca) invite applications for nomination to two Tier II Canada Research Chairs. The Canada Research Chairs Program was established by the Government of Canada to foster world-class university research (http://www.chairs.gc.ca). Candidates for the two Chairs, which are full-time tenure-track positions, are expected to be leading creative young scientists in the field of molecular yeast genetics or viticulture/plant genomics and have outstanding research records. The Chairs will contribute to development of the Faculty of Agricultural Sciences' Wine Research Centre and to the Biotechnology Laboratory through graduate research training, mentoring colleagues, teaching at the graduate and undergraduate levels, and developing collaborative research initiatives. Assistant Professor Yeast Genomics. The successful candidate is expected to initiate a creative and extensive research program in functional genomics of S cerevisiae that will enhance our understanding of fundamental processes in this yeast. Experience in DNA array technology and/or proteomics, will be a strong recommendation. Applicants will have a PhD and post-doctoral experience in enology, biochemistry, microbiology, genetics, biotechnology, or a related field. Assistant Professor: Viticulture/ Plant Genomics. The successful candidate will be required to establish a creative and extensive research program in molecular viticulture. Experience in plant molecular biology, SAGE and EST analysis, particularly as it applies to viticulture, will be a strong recommendation. The individual will also be expected to interact closely with the Arabidopsis research group at UBC. There are excellent opportunities for collaboration with scientists in Food Science, UBC Botanical Garden and Centre for Horticulture, as well as with Agriculture and Agri-Food Canada scientists. Applicants will have a PhD in viticulture, botany, biochemistry, genetics or a related field. Candidates will also have access to outstanding faculty and service units in the Wine Research Center, the Biotechnology Laboratory, and the Centre for Biological Calorimetry including the Nucleic Acids and Protein Service (NAPS) unit, the Protein Production Pilot Plant, and the DNA Microarray and Functional Genomics Core Facility. These facilities provide a strong foundation for cutting edge research in functional genomics. In addition, the eight hubs of the CFI-funded Laboratory of Molecular Biophysics provide state-of-the-art equipment for characterizing gene products. Close collaboration is also envisaged with scientists in the Genome Sequencing Centre, the only large-scale genome sequencing centre in Canada. Outstanding opportunities exist to attract substantial research funding from new Federal and Provincial funding sources dedicated to genomics research (Genome Canada, National Centres of Excellence Program, Canadian Institute for Health Research, and the NRC and the Natural Sciences and Engineering Research Council of Canada's Genomics Initiatives). UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadian citizenship is not a requirement for this position. The closing date for applications is March 31, 2002. Applications, including a resume, statement of research interests and the names of three referees should be sent to: Dr. Jim Thompson, Associate Dean, Research, Faculty of Agricultural Sciences, 2357 Main Mall, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z4 (jrthomp@interchange.ubc.ca).

The University of Western Ontario
Faculty of Medicine & Dentistry

Western

The John P. Robarts Research Institute

Faculty Level Biostatistician

The Department of Epidemiology & Biostatistics in the Faculty of Medicine and Dentistry in partnership with The John P. Robarts Research Institute are seeking a faculty level biostatistician. Applicants must have a PhD in Biostatistics or a related field and have a strong interest in collaborative research. Expertise in epidemiological studies would be highly desirable.

Rank and salary for an initial three-year renewable appointment will be commensurate with qualifications and experience. Send a curriculum vitae and the names and addresses of three referees to:

Dr. Allan Donner, Chair
Department of Epidemiology & Biostatistics
The University of Western Ontario
Kresge Building
London, Ontario, Canada N6A 5C1

Closing date for applications is **April 1, 2002.**

Position subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

The University of Western Ontario
Faculty of Medicine & Dentistry

Western

CHAIR
DEPARTMENT OF MICROBIOLOGY & IMMUNOLOGY

The Faculty of Medicine & Dentistry, at The University of Western Ontario, is inviting applications for the position of Chair in the Department of Microbiology & Immunology.

The Department of Microbiology & Immunology is a research-intensive department in the Faculty committed to excellence in research and teaching. Current primary research areas include the molecular and cellular biology of microorganisms and the immune system with emphasis on disease states, pathogenesis, and clinical links. The Department has a strong graduate program in Microbiology & Immunology and provides teaching in undergraduate programs in the Faculty of Medicine & Dentistry, Science, and Health Sciences.

Candidates should have demonstrated leadership and management skills. Candidates with outstanding accomplishments in any relevant research area will be considered, but individuals with research programs complementing existing research strengths are particularly encouraged to apply.

Details concerning the Department of Microbiology & Immunology, the Faculty of Medicine & Dentistry, and The University of Western Ontario, London, Ontario, may be found through the University's home page at www.uwo.ca.

Interested candidates should submit a CV outlining their research, teaching, and administrative experience and interests, including future directions, together with the name and addresses of three referees to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
Fax: (519) 850-2357

The position is available commencing **July 1, 2002** but the competition will remain open until the position is filled. The selection committee will review applications starting **March 1, 2002.**

The position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir les postes suivants :

Professeures ou professeurs

La Faculté d'administration, la Faculté des arts et des sciences sociales et la Faculté d'ingénierie recherchent des professeures ou professeurs possédant un doctorat dans la discipline appropriée, qui seront embauchés au rang d'agrégé ou d'adjoint, et qui enseigneront dans les domaines suivants :

- **1 poste régulier en comptabilité**
- **1 poste temporaire de un an en comptabilité et fiscalité**
- **1 poste régulier en finance**
- **1 poste régulier en génie civil (spécialisé en structures et charpentes en acier)**
- **1 poste régulier en littérature québécoise**
- **1 poste régulier en management**
- **1 poste régulier en marketing**
- **1 poste temporaire de un an en marketing**
- **1 poste régulier en systèmes d'information organisationnels**

Seront également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline appropriée au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée.

Entrée en fonction et traitement : Pour tous ces postes, l'entrée en fonction est prévue pour le 1er juillet 2002. Les critères servant à définir le rang professoral et le traitement annuel sont établis dans la convention collective. Enfin, la maîtrise du français, tant à l'oral qu'à l'écrit, est essentielle.

Une description détaillée de ces postes, incluant les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : http://www.umoncton.ca/resshum.

Fermeture du concours : Les candidatures seront reçues jusqu'au 15 mars 2002.

UNIVERSITÉ DE MONCTON

Un accent, sur le savoir

L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

UNIVERSITE YORK UNIVERSITY

Toronto, Canada

Faculties of Education and Arts invites applications for a Contractually Limited Term Academic Appointment in:
JEWISH STUDIES

LOCATION:
An appointment based in the Faculty of Education (with teaching responsibilities in both the Faculties of Education and Arts).

RESPONSIBILITIES:
Education:
Teaching and supervising Hebrew/Jewish Studies students (ED/HEB 2030 3.0); teaching pre-service concurrent program students (ED/EDUC 3400 3.0: Models of Education) and (ED/CMYR 2500 3.0: Socialization and Human Development); the administration, co-ordination, placement, and supervision of students in the Jewish Teacher Education Program.

Arts: Teaching one and a half courses in the Division of Humanities and/or the Department of Languages, Literatures, and Linguistics.

QUALIFICATIONS:
PhD or equivalent with strong academic credentials in the fields of Jewish Education and Jewish Studies, as well as experience in teaching, research and teacher education, knowledge of classical Judaism, fluency in Hebrew.

RANK AND SALARY:
Preference will be given to an appointment at the Assistant Professor level, with initial rank and salary commensurate with qualifications and experience.

TERM: One academic year (commencing 1 August 2002).

APPLICATIONS: Please mail current CV and covering application letter to:

Dean Paul Axelrod
c/o CLA – S853 Ross Bldg.
Faculty of Education, York University
1700 Keele Street, Toronto, Ontario M3J 1P3
or via email: lmerri@edu.yorku.ca

DEADLINE: 31 March 2002

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women; racial/visible minorities; persons with disabilities; and, aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculties of Education and Arts welcome applications from persons in these groups.

The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

GEOGRAPHY

McMASTER UNIVERSITY — The School of Geography and Geology invites applications for a Tier II Canada Research Chair in Economic Perspectives in the Geographies of Health Services & Health Care Provision beginning July 1, 2002. Successful candidates will have a PhD in geography or a related field, will be expected to develop a strong program of research, graduate supervision, and scholarly publication in an area related to the economics of health services distribution and delivery. In addition, candidates will be expected to work closely with researchers in related areas of strength within the School (environment and health, chronic disease prevention, spatial analysis, Geographic Information Sciences). Some undergraduate as well as graduate teaching within the School will be an expectation of the successful applicant. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. McMaster University is committed to employment equity and encourages applications from qualified candidates including members of visible minorities, Aboriginal Peoples, persons with disabilities and women. For more information on the CRC program, see www.shtc.ca. The evaluation of candidates will begin on February 1, 2002 and will continue until the positions are filled. Appointment is subject to successful review by the CRC college of reviewers. Applicants should send a copy of their curriculum vitae (including the names of three referees), brief teaching dossier (i.e., statement of teaching philosophy (maximum 2 pages) and evidence of teaching effectiveness), and copies of no more than three reprints, to: Dr. John Eyles, Chair, Search Committee, School of Geography and Geology, McMaster University, Hamilton, ON, L8S 4K1, Tel: (905) 525-9140, ext. 23152, Fax (905) 546-0463.

McMASTER UNIVERSITY — The School of Geography and Geology invites applications for two tenure track positions at the Assistant Professor level beginning July 1, 2002. Candidates applying at the Associate level will also be considered under exceptional circumstances. Position one: Spatial analysis, with an emphasis on GIS applications, and a research specialization in an area that complements the School's strengths including urban/economic/industrial geography or transportation modeling. Strong quantitative skills are essential. Ability to teach location theory, spatial analysis and/or the development of decision-support systems an asset. Candidates will be expected to develop a strong program of research, scholarly publication and graduate supervision as well as teach at both the undergraduate and graduate levels. Position two: Geographic Information Sciences, with an emphasis on GIS applications to problems of natural resource management, environmental monitoring and management, and/or sustainable development. Ability to teach GIS at the undergraduate level is essential. Candidates will be expected to develop a strong program of research, graduate supervision and scholarly publication as well as teach at both the undergraduate and graduate levels. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Candidates must have a PhD in hand at time of appointment. McMaster University is committed to employment equity and encourages applications from qualified candidates including members of visible minorities, Aboriginal Peoples, persons with disabilities and women. The evaluation of candidates will begin on February 1, 2002 and will continue until the positions are filled. Applicants should send a cover letter outlining their research interests and which position is being applied for, a copy of their curriculum vitae (including the names of three referees), brief teaching dossier (i.e. statement of teaching philosophy (max. 2 pp.) and evidence of teaching effectiveness) and copies of no more than three reprints, to: Dr. Mingko Woo, Chair, Search Committee, School of Geography and Geology, McMaster University, Hamilton, ON, L8S 4K1, Tel: (905) 525-9140, ext. 23534, Fax: (905) 546-0463.

GEOLOGY

SAINT MARY'S UNIVERSITY — The Department of Geology invites applications for a tenure-track appointment at the assistant professor level in the field of sedimentary systems. Applicants should be able to teach undergraduate courses in at least two of the following areas: petroleum geology, sedimentology, geophysics and hydrogeology. The successful candidate must possess a PhD and provide evidence of potential excellence in research and teaching. Postdoctoral experience is desirable. Once at Saint Mary's, the successful candidate will be expected to develop vigorous externally funded research programs. Candidates of all nationalities are encouraged to apply, although, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. For additional information about the University and the Department, please see our website at http://www.stmarys.ca. The application should include the following: curriculum vitae, copies of reprints, a letter describing research interests, and three letters of reference (sent directly by referees). Applications and letters of recommendation should be sent (by February 15, 2002) to: Dr. J. Dostal, Chair, Department of Geology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

HEALTH INFORMATICS

THE UNIVERSITY OF WATERLOO wishes to fill a tenure-track position as Research Chair in Health Informatics. This position is initially funded through a 5-year commitment from the J. Wesley Graham Trust. The applicant will be jointly appointed to the Department of Computer Science (in the Faculty of Mathematics) and the Faculty of Applied Health Sciences. The two Faculties intend to establish a Health Informatics Research Institute which will collaborate with other Canadian universities in a research and graduate program in health informatics. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both research and teaching. Examples of the areas of expertise of particular interest for this position are: advanced interactive technologies, interactive multimedia health applications, health information management, intelligent information filtering, and telehealth. The appointment will be made at least at the Associate Professor level, and it is expected to commence between July 1, 2002 and Sept 1, 2002. Applications should be directed to: Dr. Frank Tompa, Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (or to cs-chair@cs.uwaterloo.ca) by March 31, 2002. The enclosed material should include a curriculum vita (including a statement of research interests, accompanied by to recent research articles) and the names and e-mail addresses of three referees. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

HISTORY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND is looking for an Assistant Professor (Tenure Track) in the field of modern European history with a specialization in the history of women in western society and culture preferred. The person appointed to this position will be expected to teach our general European courses and to support our commitment to the European Studies Minor and the Women's Studies program. Applications are invited for a full-time tenure-track position at the rank of Assistant Professor to commence 1 July 2002. The successful candidate will be expected to conduct research, and supervise honours and graduate students. Applicants are expected to have a completed PhD at the time of appointment and to show evidence of excellence in both teaching and research. The closing date for the application is March 1, 2002. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a teaching dossier, and two examples of written work as well as the names and addresses of three referees, to: Dr. David Facey-Crowther, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; Fax (709)737-2164. Electronic Mail: davidfc@ mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please see our website: www.mun.ca

BROCK UNIVERSITY — The History Department invites applications for a 10-month term appointment in African and world history. The position is subject to final budgetary approval. Applicants should have a PhD or be very close to completion at the time of application. The successful applicant will be required to teach courses at every level of the undergraduate program. The appointment will begin July 1, 2002. Applicants should send a curriculum vitae and arrange for three letters of reference to be posted to Dr. Michael Driedger, Chair, African Search Committee, Department of History, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is March 8, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.BrockU.ca

HUMAN JUSTICE

THE UNIVERSITY OF REGINA — The School of Human Justice invites applications for the position of Practicum Coordinator, commencing July 1, 2002. The appointment will be at the instructor level, and will be renewable annually as a three-year term appointment, contingent on satisfactory performance. The successful applicant will have the primary responsibility of coordinating the Introductory and Advanced Practicum placements of students in the Bachelor of Human Justice program. The successful candidate will have a graduate degree in a social science, human service, or justice-related discipline, and will have expertise in one or more areas of social, legal, criminal, or community service. She/he will have in-depth practical knowledge of the types of agencies and programs in which students can be placed for their practicum experiences. The successful candidate will also have demonstrated ability to teach from an adult education perspective in a professional educational context. Responsibilities of this position include setting up practicum placements for Human Justice students; ongoing liaison with host organizations and practicum students in the field, including frequent visits to the community settings where students are placed; conducting Practicum Seminars on a bi-weekly basis during the academic semesters in which students do their practicum courses; coordination of end-of-semester papers and presentations, in conjunction with other faculty members; and the assignment of academic grades for practicum students. The Practicum Coordinator will also be involved in expanding the range of practicum opportunities available to students. Travel is required within the Regina area, and occasionally to out-of-town practicum settings where students are placed. Descriptions of the School's programs are available upon request (306 585 4779), or from the University of Regina website http://www.uregina.ca/arts/human-justice/. Applications must be received no later than March 31, 2002 and should include a curriculum vitae, a statement of teaching and research experience, and a thorough description of practical and professional experience involving programs and agencies in social and community services. The candidate must also arrange to have three letters of reference sent directly from the referees to the Dean of Arts at the time of application. Applications should be sent to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK S4S 0A2 (Fax 306 585 5363). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity.

INFORMATION SCIENCE & TECHNOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences and Department of Computing Science, Candidates are invited to apply for a tenured iCORE Chair in information science and technology, with research areas in (i) terabyte database systems, including data mining, data fusion and very large real-time multimedia databases and libraries, or (ii) scalable high performance computing and computational science, including the modeling and simulation of complex systems. This is a joint position between the Department of Mathematical and Statistical Sciences and Department of Computing Science. It is supported by the Alberta Informatics Circle of Research Excellence (iCORE) and is subject to approval. An iCORE Chair is awarded for a world-class leader in information research. An iCORE Senior Research Fellow award supports a researcher with outstanding potential. iCORE support for a position may range from $200,000 to over $1,000,000 per year for periods of two to five years, depending on the proposed research program and budget. An initial selection process is seeking applications that should include a curriculum vitae (including a list of publications and funding records) and a cover letter containing an overview of the proposed research area, plan and goals, and a description of intended governmental or industrial collaboration. The closing date for initial applications is February 25, 2002 or until a suitable candidate is found. Early applications are encouraged. Reference letters will be solicited after an applicant has passed the initial selection process. The application materials should be mailed to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. For more information please visit the websites: www.math.ualberta.ca, www.cs.ualberta.ca, and www.icore.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for two tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between May 1, 2002 and September 1, 2002. For the first appointment, we are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in the area of technical information systems - in particular, database management and systems analysis and design. For the second appointment, we are seeking an individual with a PhD in the area of behavioural information systems. In both cases, the Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax: 519-746-7252).

INTERDISCIPLINARY STUDIES

THE UNIVERSITY OF REGINA (Luther College) — Applications are invited for a tenure-track position in Interdisciplinary Studies at Luther College, a federated college of the University of Regina. Applications will be considered from the humanities, social sciences, fine

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Saskatchewan Indian Federated College

Faculty Positions

The SIFC is a First Nations controlled University in Canada with approximately 1300 students enrolled. Since inception in 1976, SIFC has earned an international reputation as a visionary academic leader. SIFC is now accepting applications, subject to budgetary approval for the following departments:

Department of Indian Studies – Regina Campus
Two (tenure track) faculty positions at the level of Assistant Professor. The successful candidates will have the ability to instruct from an interdisciplinary foundation in Indian/Native Studies including Introductory Indian Studies as well as two or more of the following areas: political/legal systems; research methods; Canadian Indian history; Indian economic, environmental and geographic systems; community development; international indigenous issues. Successful candidates will possess a Masters degree, (PhD preferred) and have a proven scholarship and research record.

School of Indian Social Work – Saskatoon Campus
SISW is seeking a Director and invites applications from experienced academics to provide effective leadership, teaching and scholarship to this growing and exciting cultural program. Applicants for this senior academic (tenure track) position should possess a PhD in Social Work (A Masters degree could be considered with a commitment to enter a PhD program). It is essential that applicants have strong First Nations knowledge base and experience in the areas of philosophy, spirituality, treaties, self government, residential schools and healing. Administrative experience preferably at the university levels, is essential. Qualified individuals are required to provide a statement of research interests, documentation of teaching and administrative experience, and a copy of a current CPIC (Canadian Police Information Check).

Department of Science – Regina Campus
One (tenure track) Faculty position, at the level of Assistant Professor. The successful candidate will possess a PhD in Natural Resource or Environmental Science with a background in the pure/applied sciences. Candidates with a Masters degree and a commitment to enter a PhD programme will also be considered.

Preference will be given to First Nations applicants (S.H.R.C. # E-93-13). Please indicate your First Nations status on your covering letter. Fluency in a First Nation's language and ability to work with Elders is an asset. Start date for all appointments will be July 1, 2002. More information about SIFC & the above departments may be found at: http://www.sifc.edu

Qualified individuals are invited to send a letter of application complete with Curriculum Vitae, transcripts and/or degrees, the names, address and contact numbers of three references by April 1, 2002 to:

Jan Cyr
SIFC Human Resources
Rm. 118, CW Bldg.
U of Regina
Regina, SK S4S 0A2

Phone: (306) 790 2241
Fax: (306) 584-2921
Email: jcyr@sifc.edu

Vice President, Finance and Administration

Wilfrid Laurier University is seeking an experienced senior executive with a successful record of exemplary leadership and innovative management accomplishments, supported by highly developed interpersonal skills, and an entrepreneurial and collaborative style. As the University,s chief financial and administrative officer, reporting directly to the President, the Vice President is respansible for the development and implementation of sound business and fiscal policies, regulations and practices. Major duties include the preparation of an annual operating budget in excess of $100 million including ancillary enterprises, and providing direction to the Finance, Human Resources and Physical Resources portfolios.

Located in Waterloo, Ontario, Wilfrid Laurier University provides undergroduate and graduate programs to some 8750 full-time and 2400 part-time students. WLU is located in the center of Conado,s Technology Triangle, one of the strongest regionol economies in Ontario. The region is olso home to mony historic villoges, ond a short drive from the bustling ottroctions of Toronto, the beauty of the Niogoro peninsulo, or the quiet of the Georgian Bay shoreline.

The successful condidole is expected to possess o minimum of a Moster,s degree in o relevant field (or equivolent professionol designation), at least ten years of progressively mare responsible management experience related to administrative and finoncial offoirs in a complex orgonization (including ancillary business operations) with strong communication skills. The candidote should also demonstrate extensive experience in budget development and management, strategic planning, major project (construction or infrastructure) supervision, and risk management. The candidate must show a thorough knowledge of issues in the areos of odministrative technology, security and health ond safety and must have demonstrated effectiveness in working in a complex unionized environment. The capacity to interact effectively with students, the various employee groups and the Board of Governors is crucial. The candidate should be a champion of customer service in roles that support institutional activities. Knowledge of the university sector, experience with volunteer boards and as a developer af business and community partnerships would be osset.

In accordonce with Conadian immigrotion requirements, this odvertisement is directed in the first instance to Conadian citizens and permonent residents. The University is committed to employment equity and welcomes applicotions from all qualified persons, including persons in a visible minority, persons with disabilities, ond aboriginal persons.

To be ossured of consideration, applications should be received by Februory 15, 2002. A covering letter ond complete resume should be directed to the: Landmark Consulting Group, 25 Moin Street West, Suite 2225, Hamilton, Ontorio, L8P 1H1 or by e-mail to resumes@landmarkconsulting.org. Thonk you for your interest in Wilfrid Laurier University. Only applicants to be interviewed will be contocted.

LANDMARK CONSULTING GROUP INC.
Executive Search Consultants

arts, sciences or an interdisciplinary program, with the successful applicant having a doctorate completed or near completion. The successful applicant will be responsible for the academic direction, administration and development of the College's Interdisciplinary "Honzons" Program, as well as course offerings in the applicant's own area of interest While prior involvement in interdisciplinary endeavours is desirable, other candidates with a genuine interest in and creatrve approach to interdisciplinary studies will be given every consideration Candidates should possess a demonstrated ability in undergraduate teaching, potential for research and a real interest in the smaller context of a Christian, liberal arts College A copy of the College's educational goals is available upon request and further informatron about the College and its Interdisciplinary "Honzons" Program can be obtained at http://www.luthercollege.edu Information about the University of Regina's faculties of Arts, Fine Arts and Science can be found at http://www.uregina.ca Responsibilities inOude teaching, coordination, administration and development of a team-taught program, research; academic counselling and committee work Starting date is July 1, 2002 or as soon as possible thereafter. Applications, including a curriculum vitae outlining disciplinary interests, teaching experience, professional qualifications, a list of publications and three letters of reference should be sent to: Dr. Bryan Hillis, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilitres Deadline for applications is February 28, 2002 or when the position is filled

LANGUAGES & LITERATURES

WILFRID LAURIER UNIVERSITY — The Department of Languages & Literatures invites applications for a full-time, one-year, Limited Term Position in German, effective July 1, 2002, subject to budgetary approval Experience in teaching beginner and intermediate German language courses is required. Knowledge of WebCT is essential. Native or near-native proficiency and a PhD in German are required. Application with a CV, a Teaching Dossier and three letters of reference should be sent by March 30th, 2002 to: Dr. Ira Ashcroft, Chair, Wilfrid Laurier University, Department of Languages & Literatures, 75 University Avenue. West, Waterloo, Ontario, N2L 3C5 All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aborrginal people

WILFRID LAURIER UNIVERSITY — The Department of Languages & Literatures mvites applications for a one-year limited-term position in Spanish, m the area of Spanish Lrterature and Second Language Acquertion and Spanish for Business, commencing July 1, 2002, subject to budgetary approval. This appointment is a replacement for a Sabbatical Leave Applications with a CV, a Teaching Dossier and three letters of reference should be sent by March 29, 2002 to Dr. Ira Ashcroft, Chair, Department of Languages & Literatures, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

LAW

McGILL UNIVERSITY — The Faculty of Law invites applications for a tenure-track position to commence July 1, 2002, subject to budgetary approval. Teaching and research at the Faculty is focussed on law as an intellectual discipline The undergraduate curriculum which leads to the jointly awarded Bachelor of Civil Law and Bachelor of Laws (common law) degrees embraces a full range of private law, public law and international law courses, taught within a framework that highlights comparative legal method, interdisciplinary study and legal theory Through its Institutes of Comparative Law and Air and Space Law, the Faculty offers Masters and Doctoral programmes with course concentrations in legal traditions and legal theory, human rights and cultural diversity, international business law, air and space law, and regulation, technology and society The Faculty invites applications from candidates with a strong commitment to innovation and excellence in teaching and research, and who will make a creative contribution to the administration and governance of the Faculty Candidates should have an interest in both the civil and common law traditions The Faculty expects that all successful candidates will be able to work in a bilingual environment, especially for the purposes of evaluating essays, examinations and oral presentations by students Salary is to be commensurate with experience and qualifications McGill University is committed to equity in employment The University encourages applications from all qualified candidates, especially women, aboriginal people, visible minorities and persons with disabilitres In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada Applications, including a curriculum vitae and the names of three referees, should be directed to Dean Peter Leuprecht, Chair, Staff Appointments Committee, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec H3A 1W9 Fax: (514) 398-4659 Applications should be submitted as soon as possible The final deadline for submission of applications is February 15, 2002 For further information about the Faculty, see www.law.mcgill.ca

MANAGEMENT

THE UNIVERSITY OF LETHBRIDGE — The Faculty of Management has tenure-track positions available in Information Systems, and Finance at the Assistant, Associate, or Full Professor levels to begin July 1, 2002 Individuals who have or are near completion of a PhD, who are committed to effective and innovative teaching as well as to quality, scholarly research are encouraged to apply Approximately 1900 students make up the graduate and undergraduate programs in the Faculty of Management The Faculty maintains close ties to the business community through various cooperative education and community-based programs, and has strong international exchange programs for both students and faculty Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge has approximately 6000 students from 37 countries The City of Lethbridge, with a population of 70,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta Its close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. The moderate climate and friendly environment make Lethbridge a very pleasant place to live Applicants should send a letter of application and curriculum vitae to Alf Dastmalchian, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4, or email to cone-slauenwhite@uleth.ca In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The University of Lethbridge is an equal opportunity employer Appointments are subject to budgetary approval

MANAGEMENT OF TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a three-year definite term appointment at the rank of Assistant or Associate Professor in Management of Technology, commencing between May 1, 2002 and

Prolongation de la période de recrutement

Doyen ou doyenne, études supérieures

L'Université Concordia sollicite des candidatures pour le poste de doyen de l'École des études supérieures. Le mandat initial est de cinq ans (renouvelable une fois pour un second mandat de cinq ans). L'entrée en fonction est prévue pour le 1er septembre 2002 ou le plus tôt possible après cette date.

Concordia compte 26 450 étudiants à temps plein et à temps partiel dont 3 819 inscrits dans 104 programmes d'études supérieures à l'intérieur de quatre facultés : Arts et sciences, Génie et informatique, Beaux-arts et École de gestion John-Molson. À l'heure actuelle, l'École des études supérieures administre trois programmes d'études superieures hautement interdisciplinaires, à la croisée des Beaux-arts et des Arts et sciences.

Avec les innovations que Concordia a apportées au cours des quatre dernières années, les programmes d'études et de recherche ont connu une expansion sans précédent. L'Université a engagé et continue d'engager massivement des professeurs pour des postes permanents ou susceptibles de le devenir. Ces nouveaux engagements représentent un investissement à long terme qui permettra de renforcer son potentiel à mener des recherches d'avant-garde et à étendre son enseignement supérieur à toutes les disciplines. La clé de la realisation rapide de ce potentiel reside dans : (a) la restructuration et l'amélioration des systèmes et politiques en vigueur dans toute l'Université afin de faciliter l'enseignement supérieur et (b) l'amélioration des relations avec les organismes extérieurs et les agences subventionnaires afin d'augmenter le soutien aux étudiants des cycles supérieurs de Concordia. En plus de l'administration de l'École des études superieures, ces deux élements constituent les défis principaux dans lesquels le nouveau doyen ou la nouvelle doyenne (qui relève du vice-recteur à l'enseignement et à la recherche) devra jouer un rôle prépondérant, en sa qualité de membre de la haute direction pédagogique de l'Université.

Profil idéal : solide carrière de professeur et chercheur universitaire ; expérience considérable dans la gestion pédagogique. Qualités exceptionnelles de facilitateur au sein d'une équipe et excellente aptitude à la communication. Expérience dans l'interaction efficace avec les organismes subventionnaires et les associations reliées aux études supérieures, en plus d'une aptitude à bien évoluer dans un milieu bilingue (anglais-français).

Prière d'envoyer un curriculum vitae et une lettre d'accompagnement précisant les références, avant le **15 mars 2002** ou tant que le poste sera à pourvoir, à l'adresse suivante :

Comité de sélection du doyen ou de la doyenne des études supérieures
a/s Ann M. Bennett
Université Concordia
Cabinet du recteur
Campus Loyola, AD-224
7141, rue Sherbrooke Ouest
Montréal (Québec)
H4B 1R6
Téléc. : (514) 848-4508

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

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Extended Search
Dean, Graduate Studies

Concordia University is soliciting applications for the position of Dean of Graduate Studies. The initial appointment is five years in duration (renewable once for a second five-year mandate). The successful candidate will commence his or her duties on 1 September, 2002 or as soon thereafter as possible.

Concordia has 26,450 full and part time students, of whom 3,819 are in 104 graduate programs in four Faculties (Arts and Science, Engineering and Computer Science, Fine Arts and the John Molson School of Business). Currently, three highly interdisciplinary graduate programs spanning in particular the Faculties of Fine Arts and of Arts and Science are administered by the School of Graduate Studies.

Over the last four years, Concordia has been engaged in unprecedented and innovative change and development with respect to academic programs of study and research. To support the latter, Concordia has been hiring, and will continue to hire, massively into its tenured and tenure-track faculty ranks. These new hires represent a long-term investment in greatly strengthening our potential to conduct cutting-edge research and to engage in post-graduate education in all disciplinary sectors. Key to realizing expeditiously this potential is (a) the restructuring and enhancing of systems and policies throughout the institution in order to better facilitate post-graduate education, and (b) enhanced liaison with external bodies and granting agencies to improve support for Graduate Students. In addition to administering the School of Graduate Studies, the aforementioned are the principal challenges in which the Dean of Graduate Studies (reporting to the Provost and Vice-Rector Research) will play a leading role as a member of the senior academic management team of the University.

The ideal candidate will have had a strong career as a university educator and researcher. He or she will have had significant academic management experience. The candidate will possess exceptional qualities as a facilitator within a team, and will have excellent communication skills. He or she will have had experience effectively interacting with funding agencies and associations dealing with graduate studies. The ability to function effectively in both an English and French milieu is important.

Candidates should forward their curriculum vitae, with a covering letter and list of references, by **March 15, 2002, or until the position is filled** to:

The Selection Committee, Dean, Graduate Studies
c/o Ann M. Bennett
Concordia University
Rector's Cabinet
Loyola Campus, AD-224
7141 Sherbrooke St. W.
Montreal, Quebec H4B 1R6
or via Fax: (514) 848-4508

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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September 1, 2002. We are seeking individuals with a PhD, who are capable of teaching, research and graduate student supervision in the traditional areas of engineering management, project management, entrepreneurship or the economics of technological change. The Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. The Department offers a Management Sciences option to undergraduate engineers, and in addition to its regular full time MASc. and PhD programs, offers a part-time Management of Technology MASc program, mot@distance. This innovative program is intended primarily for engineers and scientists who deal with technology management in their workplace. Delivery is by enhanced distance learning, with optional tutorials delivered via the Internet. Interest or experience with online education will be an asset to Applicants. For more information about mot@distance, consult http://motdinfo.uwaterloo.ca and for more general information about the department, consult http://www.mansci.uwaterloo.ca/. All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax 519-746-7252)

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1, 2002 and September 1, 2002. We are seeking an individual with a PhD in a social science or management discipline who has an interdisciplinary interest in teaching, research and graduate supervision in subjects dealing with modern organizations where technology plays an important role. The Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. The Department offers an undergraduate Management Sciences option to undergraduate engineers, and in addition to its regular full time MASc. and PhD programs, offers a part-time Management of Technology MASc program, mot@distance. This innovative program is intended primarily for engineers and scientists who deal with technology management in their workplace. Delivery is by enhanced distance learning, with optional tutorials delivered via the Internet. Interest or experience with online education will be an asset to Applicants. For more information about mot@distance, consult http://motdinfo.uwaterloo.ca and for more general information about the department, consult http://www.mansci.uwaterloo.ca/. All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax 519-746-7252)

MATHEMATICS

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN — The Department of Mathematical Sciences invites applications for a two-year term position beginning July 1, 2002 at the rank of Assistant Professor. The position is subject to final budgetary approval. Applicants should hold a PhD in Mathematics. Preference will be given to those with research interests in applied mathematics, however, applications in other areas that support the teaching and research of the Department will be considered. Teaching duties include core undergraduate courses in an area of specialty. The Department offers Mathematics majors through BSc, BA and BSc(Ed) degree programs and a BSc degree with a joint mathematics-economics major. The Department is particularly interested in developing its offerings in Financial Mathematics and Operations Research. Members of the Department are eligible to join the Graduate Academic Unit, which offers M.Sc. and Ph.D programs in Mathematics. Applicants should send a current curriculum vitae, including a list of publications, statement of research and teaching interests, and the names and addresses (including e-mail address and telephone number) of three referees to: Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, Fax (506) 848-5650, e-mail sci-eng@unbsj.ca. Review of applications will begin April 1, 2002. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position occur in clinical research. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of chronic disease processes. Faculty in the department with interests in biostatistics include K.S. Brown, R.J. Cook, J.F. Lawless, D.E. Matthews, R.J. O'Hara Hines, C.A. Struthers, M.E. Thompson, and G.Y. Yi, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is April 30, 2002, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor D.E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages application from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site. http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in statistics, to be held in the Department of Statistics and Actuarial Science. The fellow would join a team developing statistical models and algorithms for the analysis of high-dimensional data. A key application area is analysis of high throughput screening data in the search for new pharmaceutical drugs. Researchers involved in the project include Professors HA Chipman, WJ Welch and SS Young (of GlaxoSmithKline and an adjunct Professor at the University). Specific methods of interest include classification and clustering of large data sets, with the attendant development of algorithms to handle large amounts of data. Candidates must possess a recent PhD in Statistics or Computer Science with strength in the other discipline. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is April 30, 2002, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor D.E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

MUSIC

MOUNT ALLISON UNIVERSITY — The Department of Music invites applications for a tenure-track appointment in Music History, subject to budgetary approval. The candidate should have completed a doctorate in musicology, be active in historical research, and have a demonstrated commitment to and record of successful teaching and research at the university level. Responsibilities include core undergraduate history courses (medieval to 20th-century) and upper-year music history electives (selected genres/composers studies, special topics in music). Expertise in a secondary area will be considered an asset. The candidate should also exhibit an interest in nurturing connections between the music program and the broader liberal arts curriculum at Mount Allison. The appointment will be made at the rank of Assistant Professor and will commence on July 1, 2002. The 2001-2002 annual salary range for Assistant Professor is $45,063 - $63,890 (subject to collective bargaining). A letter of application, curriculum vitae, and three letters of reference should be sent to: Dr. Edmund Dawe, Chair of the Search Committee, Department of Music, Mount Allison University, 134 Main Street, Sackville, NB E4L 1A6, Fax: (506)364-2376, E-mail: edawe@mta.ca. The closing date is February 15, 2002, or until the position is filled. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF TORONTO — The Faculty of Music seeks a promising junior scholar to complement the existing expertise of our faculty in ethnomusicology/historical musicology/theory. While we are open to all areas of music research, preference will be given to individuals whose expertise lies in one or more of the following three areas: ethnomusicology, popular music, and twentieth-century art music. This tenure-stream appointment will be at the rank of Assistant Professor and candidates must have the PhD in hand by July 1, 2002 to be considered. Applicants should send a current c.v. and arrange to have three letters of reference sent to David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park Crescent, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. To ensure full consideration, materials must be received by March 1, 2002. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF GUELPH — The School of Fine Art and Music invites applications for a full-time, contractually limited faculty appointment in music at the rank of lecturer for a period of two years, commencing July 1, 2002. The position is renewable. Duties will include teaching six courses per year and carrying out assigned duties related to committee and other service with the School. Minimum qualifications for the position are a Master's degree in musicology or ethnomusicology and demonstrated excellence in teaching at the undergraduate level. Duties will include teaching courses in the area of popular music studies. Previous experience in teaching musicianship and music appreciation will be considered an asset. The University of Guelph offers a B.A. Honours degree with a major or minor in music. Course offerings include the areas of jazz and popular music, theory, history, applied music, musicianship, and ethnomusicology. Course enrolments per semester in music average between 900 and 1,100 per semester. The City of Guelph is the home of a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival, and the Guelph Jazz Festival enhance the extra-curricular life and provide interesting opportunities for faculty and students alike. For more information please see the School website. www.uoguelph.ca/sofam. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to the Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario, N1G 2W1. Deadline for applications is March 1, 2002. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Subject to final budgetary approval.

THE UNIVERSITY OF GUELPH — The School of Fine Art and Music invites applications for a faculty position in music at the assistant professor level (probationary) commencing July 1, 2002. The successful candidate will be expected to have conceptional promise with demonstrated potential for excellence in research specializing in contemporary and 20th century music. Competence in an area of non-Western music (such as the Pacific Rim or the Middle East) and practical experience in directing a contemporary music ensemble will be considered an asset. Preference will be given to candidates who hold a PhD in musicology, with university teaching experience, and who demonstrate a capacity for innovative teaching at the undergraduate level in both general interest courses and in courses for music majors. The University of Guelph offers a B.A. Honours degree with a major or minor in music. Course offerings include the areas of jazz and popular music, theory, history, applied music, musicianship, and ethnomusicology. Course enrolments per semester in music average between 900 and 1,100 per semester. The City of Guelph is the home of a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival, and the Guelph Jazz Festival enhance the extra-curricular life and provide interesting opportunities for faculty and students alike. For more information please see the School website. www.uoguelph.ca/sofam. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to the Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario, N1G 2W1. Deadline for applications is March 1, 2002. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Subject to final budgetary approval.

BROCK UNIVERSITY — The Department of Music invites applications for a limited-term appointment, subject to final budgetary approval, in piano, effective August 1, 2002. Applicants should hold a D.M.A. or equivalent professional experience, possess effective teaching skills, and have strong organizational and interpersonal skills. The successful candidate is expected to maintain an active performing career and be instrumental in promoting both the Department and University through concertizing, workshops, and recordings, and foster a liaison with community cultural organizations. Within the Department the full-time teaching load will include piano lessons, weekly piano masterclasses, and related duties determined by the Dean upon recommendation of the Chair. Consideration of applications will begin April 15, 2002. Letters of application, dossiers, sample programmes and three letters of reference are to be sent to: Dr. Peter Landey, Chair, Department of Music, Brock University, St. Catharines, Ontario, L2S 3A1, E-mail: music@brocku.ca, Phone: (905) 688-5550 ext. 3817, Fax: (905) 688-2789. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website. www.BrockU.ca.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Position: 8-month term appointment at the rank of Visiting Assistant Professor, subject to budgetary approval. Duties: The ideal candidate will teach applied flute to graduate and undergraduate performance majors in B. Mus. and M.Mus. programs. In addition, there will be studio instruction for general studies music majors and chamber music coaching. Teaching a secondary flute course or in some other related area may also be required. Qualifications: Minimum of master of music and successful teaching experience. Appointment date: 1 September 2002. Salary: Salary dependent on qualifications and experience in accordance with the collective agreement. Application: Candidates should send letter of application, curriculum vitae, an audio cassette representative of their playing, and three letters of reference. Recent graduates should include academic transcripts. All candidates should ensure that their application includes information about their teaching. Applications should be sent to: Search Committee, c/o Dr. Tom Gordon, Director, School of Music, Memorial University of Newfoundland, St. John's, NF A1C 5S7. Closing date: 1 April 2002 or when position is filled. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University

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Vice-President (Saint John)
The University of New Brunswick

UNB Saint John

The University of New Brunswick invites applications and nominations for the position of Vice-President (Saint John).

Reporting to the President, the Vice-President (Saint John) is the chief academic and administrative officer of the campus and a member of the senior administrative team of the University. The position carries responsibility for a wide range of academic programs, administrative functions and policies. The Vice-President is responsible for leading the Saint John campus, and along with the President, for building and maintaining excellent relations with government, business, the Saint John community and the Fredericton campus. The successful candidate should have proven leadership and administrative abilities acquired at a senior level, and the capacity to communicate effectively with faculty, staff, students, alumni and members of the non-university community.

Firmly established in its namesake city, the 252 acre Saint John campus combines both an international scope and integration in the community. International students constitute some 17% of the full-time enrollment and the campus delivers programs abroad in conjunction with partners such as Beijing Concord College. Through its 3 Faculties of Arts, Business, and Science, Applied Science and Engineering, the campus offers full degree programs at the Bachelor, Masters and Doctoral levels, and now boasts over 4000 alumni and about 3000 full-time and part-time students. In recent years the campus has introduced several new programs such as the BBA and MBA in Electronic Commerce, the BA in Information and Communication Studies, the BSc in Computer Science, the BSc in Environmental Biology and the BSc in Health Sciences. The Saint John campus is a founding partner of the National Research Council's Electronic Commerce facility in New Brunswick and has research strength in a number of areas such as Coastal Studies and Aquaculture and Criminal Justice Studies. UNB Saint John's practical size allows for an excellent student-to-professor ratio, a dynamic multi-disciplinary approach and ample opportunity for student involvement in research and campus and community endeavours. The campus has its own academic Senate and enjoys strong cooperative relationships with the Fredericton campus.

Expressions of interest, applications and nominations should be submitted in confidence by **March 15, 2002** to:

Dr. Elizabeth Parr-Johnston
President and Chair of the Search Committee
University of New Brunswick
P.O. Box 4400, Fredericton, NB E3B 5A3
e-mail: epj@unb.ca
phone: (506) 453-4567
fax: (506) 453-5158

OR

The Caldwell Partners
Park Lane Terraces, Box 247
Suite 500, 5657 Spring Garden Road
Halifax, NS B3J 3R4
e-mail: halifax@caldwell.ca
phone: (902) 429-5909
fax: (902) 429-5606

THE CALDWELL PARTNERS

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

Assistant/Associate Professor
Centre for Nursing and Health Studies

Athabasca University, Canada's Open University™, invites applications for two assistant professor positions in the Centre for Nursing and Health Studies (CNHS). The successful candidates will be imaginative, highly motivated, self-directed, and will possess outstanding communication skills. Responsibilities will primarily include coordinating, teaching and evaluating courses in the newly established Athabasca University at Mount Royal College Bachelor of Nursing (AU at MRC BN) program that was initiated at Mount Royal College beginning September 2001. This innovative program offers opportunities for students to pursue baccalaureate undergraduate nursing education through classroom and distance delivery modes of study. An optional diploma exit route is also available. The successful applicants will be expected to work closely with colleagues at both at AU and MRC to ensure that program goals are attained. Opportunities may also exist for qualified applicants to teach in the Masters in Health Studies (MHS) program, which is delivered exclusively via the World Wide Web. The MHS program includes course and project based streams in Leadership and in Advanced Nursing Practice.

The candidates chosen to fulfill these challenging positions will possess an earned doctorate degree in nursing or a related field of study and be eligible for registration with the Alberta Association of Registered Nurses (AARN). Experience in nursing education, both in the classroom and via distance delivery, is a definite asset. The successful candidates will maintain an ongoing program of research and other scholarly pursuits, serve on select joint AU/MRC committees, and engage in community activities.

These positions are three year term contract positions, starting July 1, 2002 or as soon as possible thereafter, with the option for renewal, contingent on funding and program continuation. For further information, please contact Dr. Donna Romyn, Director, Centre for Nursing and Health Studies, by phone at (780) 675-6794 or e-mail at dromyn@athabascau.ca.

Athabasca University is located in the Town of Athabasca with regional offices in Calgary and Edmonton. It delivers university education to approximately 25,000 students a year. The successful candidates will be located in Calgary but will occasionally be required to travel within Alberta and beyond.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. **All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.**

Applicants should forward a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers of three referees by **March 01, 2002** to: **Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB, T9S 3A3; by e-mail to resume@athabascau.ca; or by fax to (780) 675-6135.**

Athabasca University
Canada's Open University™

is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities Memorial University is the largest university in Atlantic Canada As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Position: Half-time, tenure-track appointment at the rank of Assistant Professor, subject to budgetary approval Duties: The successful candidate will be responsible for an active percussion studio and ensemble programme that has produced some of Canada's finest musicians Teaching responsibilities will include applied percussion for graduate and undergraduate performance majors in B Mus and M Mus programs, studio instruction for general studies music majors, a percussion ensemble, and secondary percussion techniques courses. The appointee will be expected to participate in the ensemble and chamber music performance activities of the School of Music. Additional career opportunities for the successful candidate are readily identified in the metropolitan St John's region, including as principal percussionist with the Newfoundland Symphony Orchestra and within the several organizations that are actively engaged in contemporary music. Qualifications Minimum of master of music, successful teaching experience and a reputable performance career Appointment 1 September 2002 Salary: Salary dependent on qualifications and experience in accordance with the collective agreement. Application: Candidates should send letter of application, curriculum vitae, a video cassette representative of their playing, and three letters of reference Recent graduates should include academic transcripts All candidates should ensure that their application includes information about their teaching Applications should be sent to Search Committee, c/o Dr Tom Gordon, Director, School of Music, Memorial University of Newfoundland, St John's, NF A1C 5S7 Closing date 1 April 2002 or when position is filled In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities Memorial University is the largest university in Atlantic Canada As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities

MUSIC & COMMUNICATION STUDIES

McMASTER UNIVERSITY — Subject to budgetary approval, The School of the Arts, in collaboration with the Communication Studies Programme, at McMaster University invites applications from candidates with a specialty in Music and Communication Studies for a tenure-track appointment at the rank of Assistant Professor, commencing 1 July 2002 The minimum salary at that time will be $43,662. The School is seeking candidates who have training and expertise in the area of Music and Media (radio, television, advertising, or other media associated with popular culture), as situated within historical, social, and cultural contexts The successful candidate should demonstrate research expertise in exploring the relationships between music and the media in terms of representation and identity, performance, and institutions Evidence of teaching ability, scholarly achievement, and ability to teach and supervise research in the M A programme in Music Criticism is required The candidate will be expected to teach Music and Media courses and general Music courses. Preference will be given to candidates whose research and teaching complement those of other faculty in the Communication Studies programme and the School of the Arts, an academic unit with strong interests in interdisciplinary cooperation among faculty in the areas of Art, Art History, Multimedia, Music, and Theatre & Film A PhD in Music with a strong emphasis in Communication Studies or a PhD in Communication Studies with a demonstrated ability in Music is a requirement of the position Applications, including curriculum vitae, transcripts, a statement of research goals and letters from three academic referees should be addressed to Dr J Deaville, Director, School of the Arts, TSH-414, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2 Applications received by February 28, 2002 will be assured of consideration For further information about the School of the Arts, see www humanities mcmaster ca/~sota/index html

For further information about the Communication Studies Programme, see www humanities mcmaster ca/~cmst All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women

NUTRITIONAL SCIENCES

THE UNIVERSITY OF TORONTO — The Department of Nutritional Sciences in the Faculty of Medicine invites applications for a tenure-track position at the Assistant or Associate Professor level in Molecular Nutrition/Nutrigenomics with a research emphasis focused on the role of nutrient-gene interactions in health and disease. A major research interest in the Department is the role of dietary factors in the development of chronic diseases Level of appointment will be consistent with the candidate's qualifications Successful candidates will be expected to establish an independent, externally funded research program and to participate in teaching Applicants should send curriculum vitae, description of research interests and the names and addresses of 3 references by March 31, 2002 to Dr Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, FitzGerald Building, 150 College Street, Toronto, ON, Canada M5S 3E2 m.archer@utoronto.ca Phone 416-978-8195 Fax 416-971-2366 The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority

ORGANIZATIONAL BEHAVIOUR

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for two tenure track and/or tenured positions in Management and Organizational Behaviour commencing July 1, 2002 Applications are welcome from the areas of Human Resource Management, Labour/Industrial Relations and/or Organizational Behaviour For the first position, we are seeking applications from a mid-career individual to fill a tenured position at the associate/full professor level The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels As well, he/she will mentor junior faculty and conduct a sustained, high quality research program We are also seeking applications from individuals for a tenure-track position It is strongly preferred that this person will have a completed PhD Applicants who are ABD will be considered The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels The ideal candidate will have demonstrated ability to pursue innovative research and publish in high quality journals The School has seventy full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part-time and full-time MBA students Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people All positions are subject to budgetary approval Please direct applications by February 15, 2002 to John McCutcheon, Acting Associate Dean of Business Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5, jcmccutc@wlu.ca

PHILOSOPHY

WILFRID LAURIER UNIVERSITY — The Department of Philosophy invites applications for two positions in Philosophy, at least one of which will be a tenure track appointment, to commence 1 July 2002, subject to budgetary approval Area of specialization is open The successful candidates must be competent to teach in at least two of the following some area of the history of philosophy, formal logic, social and political philosophy, theoretical and applied ethics, aesthetics, philosophy of law, epistemology Participation in the tri university PhD program (Guelph-Laurier-McMaster) will be required A strong interest in interdisciplinary research and teaching would be an asset Applicants should send their curriculum vitae, a statement of teaching and research interests and arrange for three letters of reference, to arrive no later than 30 March, 2002, to Dr Rockney Jacobsen, Chair, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in Kant and Epistemology (AOS) and Philosophy of Mind and/or Philosophy of Science (AOC) commencing July 1, 2002 Subject to budgetary approval For a detailed position description visit our website at: www uwindsor ca/facultypositions. Contact Professor I. Anthony Blair, Interim Head, Department of Philosophy, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253 3000, Ext 2408, Fax 519 971 3610, Email tblair@uwindsor ca

PHYSICAL EDUCATION & RECREATION STUDIES

THE UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position in Physical Education/Kinesiology at the Assistant Professor level Salary will be commensurate with qualifications and experience The appointment will begin July 1, 2002 subject to final budget approval Qualifications Candidates should possess an earned doctorate in Physical Education or a related discipline The successful candidate will have demonstrated excellence in teaching and scholarship, including the ability to attract external funding and to maintain a program of research leading to publication in refereed journals Responsibilities The Faculty of Physical Education and Recreation Studies offers undergraduate degrees in Physical Education (B P E), Exercise and Sport Science (B E S S) and Recreation Studies (B R S), as well as a Master of Science degree, and a Master of Arts in Recreation Studies Approximately 400 undergraduate and 40 graduate students are enrolled in the Faculty. The Health, Leisure and Human Performance Research Institute actively facilitates interdisciplinary research within the Faculty. The successful candidate will be required to teach and supervise students in the undergraduate and graduate programs, to provide service to the University and community, and to develop and conduct an independent research program Preference will be given to candidates qualified to teach in the areas of sociology of sport/leisure, history of sport, health education, fitness and research methods Application Procedure Applications, including a description of research, teaching and professional interests, accompanied by a curriculum vitae and the names of three references, should be sent prior to March 1, 2002 to Dr Dennis Hrycaiko, Dean, Faculty of Physical Education and Recreation Studies, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2 For further information, please contact Dr Elizabeth Ready, Associate Dean (Academic), Faculty of Physical Education and Recreation Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Tel (204) 474-8641, Fax (204) 474-7634, E-mail readyae@ms umanitoba ca The University of Manitoba is a comprehensive institution of higher learning with over 24,000 students It is located in Winnipeg, a vibrant and culturally diverse city of 650,000 residents. It is the largest city in the Province of Manitoba, and is located in the commercial, social, economic and government centre of the Province The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority Further information about the University of Manitoba and the Faculty may be obtained from http://www umanitoba ca and http://www umanitoba ca/faculties/physed/

PHYSICAL THERAPY

QUEEN'S UNIVERSITY — Applications are invited for a tenure stream faculty position, preferably at the Assistant Professor level, in the Physical Therapy Program in the School of Rehabilitation Therapy, Faculty of Health Science. This position is available as of July 1st, 2002 However, the start date is negotiable The School of Rehabilitation Therapy offers entry-level programs in Physical and Occupational Therapy as well as interdisciplinary MSc and PhD programs in rehabilitation science The entry level professional programs are currently at the BSc level but these will move to a Master's level Research activities within the School cover several areas with particular concentration in two fields, human motor performance and disability in the community Further information about the School and its programs can be found at www rehab queensu ca The successful candidate will be a physiotherapist with a doctoral degree in health sciences, social sciences or related discipline, who has a strong research background and the potential to establish an independent research program Responsibilities of the position include teaching in both the entry-level and graduate programs and research within one of the two fields of concentration. Preference will be given to applicants able to contribute to the curricula in one or more of the following areas. musculoskeletal science, neuroscience, paediatrics, and research methods/statistics Salary and academic rank will be commensurate with qualifications and experience All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians Please submit your application including a curriculum vitae and the name of 3 referees by March 30, 2002, to Sandra I Olney, PhD., Associate Dean (Health Sciences), Chair, Appointments Committee (Physical Therapy), School of Rehabilitation Therapy, Faculty of Health Sciences, Queen's University, Kingston, Ontario, K7L 3N6 Telephone 613-533-6102 Fax 613-533-6776

PHYSICS

THE UNIVERSITY OF TORONTO — The Department of Physics is pleased to announce the search for an Associate or Full Professor in theoretical condensed matter physics, with a starting date of July 1, 2002 or thereafter The successful candidate will be nominated for a Canada Research Chair The Department is anticipating several retirements in condensed matter physics and this new theoretical appointment will complement recent experimental and theoretical appointments in the condensed matter area The objective is to build an outstanding group of researchers, both experimental and theoreti-

Vice President and Provost University of Toronto

The University of Taronto invites expressions of interest in ond naminations for the pasition of Vice President and Provost. Established in 1827 by royal charter, the University of Taronto is the largest ond most prestigious research-intensive university in Canoda. The President af the University, Dr. Robert Birgeneau, has established as the priority of his presidency the goal that the University of Toronto will become one of the top public research universities in the world. Excellent graduate and undergraduate teaching by leoding researchers is a fundamental component of achieving this goal.

The University currently hos a faculty of 2,800, some 55,000 students enrolled across three campuses, an annual budget of C$1.1 billian, including approximately C$280 millian in externally funded research on campus, an endawment of $1.2 billion and the third largest university library in North America. It offers an extraordinary scope of undergraduate and graduate fields of study, including a full range of programs leading to professianal degrees. The University of Toronto's academic health sciences complex is one of the largest in North America, incorporating eight multi-site, fully affiliated teaching hospitals, as well os a network of community hospitals and public health agencies.

The Provost reports to the President and warks closely with him in support of his vision for the University and serves as the chief academic afficer af the University. The positions reporting to the Provost include 25 principals ond deons and a number of directors and vice provosts. The Provast, warking closely with the President, must set the overall ocademic goals af the University of Toronto and oversee the budget process to ensure thot the budget reflects these gools. The Provost must ensure that a proper odministrative structure is in ploce to achieve the acodemic gools. He/she must actively recruit highly accomplished academics with superior administrative skills as vice provosts, principals and deons and ensure that these oppaintments support the University's objectives af equity and excellence in research and teaching, bath at the graduate and undergraduate levels.

As a result of the provincial government's allocotion of significant new funds over the next several yeors for enrolment growth, the new Provost will have manoge-ment of this grawth as a majar priority. The new Provost will, therefore, have the opportunity to oversee the hiring of new faculty by the deans and chairs, estimated to be as many as 200 new faculty members per yeor for the next five years. With such a large number of appointments, the Pravost, in partnership with the President, will hove o unique opportunity to enhance further the quolity of the faculty and thus move the University much closer ta its goal af being among the very best public universities in the world.

The Provast of the University of Taranta will be a distinguished scholar with:

- a strong and deep appreciotion for research and teaching, and
- a record af demonstrated excellence as o scholor and administrator.

This person will be an adept communicator who writes, listens and speaks well, and who must be willing to be accessible to all constituencies of the University, both internal and external. The Provost of the University of Toronto will likewise be an effective leader who will understand and build upan its rich traditions and special resources as it continues os a premier world-class university. The Provost will be expected to take bald action and will be empawered to make decisions that reflect both intellect and foresight. This leader will have a clear sense of vision based an strongly held principles.

The Provost will be a proven, capable, and successful odministrotor with meaningful experience in both academic plonning and academic budgeting. The Provost must be administratively astute in understanding the organizational and financial issues that face a very complex University. This person will have a record of promoting diversity among students, faculty and staff.

This is an extraordinary appartunity for a renowned scholar and administrator to be the academic leader of one of the world's premier public universities located in one af the warld's great cities. The Pravast will lead a planning process that will take the University to a position among the world's top public reseorch universities. Building an the success and dedication of many who hove gone before, the University of Toronto will continue to be a world-class leoder in all endeovors of higher educotion.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applicotions from visible minority graup members, wamen, Aboriginol persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

Further information obout the University of Toronto moy be found ot http://www.utoronto.co.

The President's Advisory Committee wishes to move expeditiously and will begin to review curriculum vitae in mid-Februory. All correspondence should be sent, in confidence, to the University's executive search consultants: Jerry H. Baker, BakerΔ Porker, Inc. Five Concourse Porkway – Suite 2440, Atlonta, GA 30328, 770-804-1917 (fox), jboker@bpasearch.com or to Jim Lundy, Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, ON, L8P 1H1, resumes@landmarkconsulting.org

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

cal, with similar interests. Currently these interests include, but are not limited to, novel magnetic and superconducting materials, strongly correlated electron systems, and related many-body problems. Also, the new theoretical appointment in condensed matter physics will join a strong group of existing theoretical faculty in the areas of quantum optics, particle physics, astrophysics and string theory. For this position, we seek candidates with a PhD in physics and demonstrated proven excellence in both research and teaching. The salary will be commensurate with qualifications and experience. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. Applications should submit a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. The Committee will begin to consider applications and letters of recommendations on 1 March 2002 and the search will continue until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, list of publications, research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext 6831, E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The department of Physics invites applicants for two tenure-track positions at the Assistant Professor level. In exceptional cases an appointment at a higher level is possible in the field of photonics, to begin in September 2002 and take part in the newly formed Ontario Photonics Consortium. Candidates in all areas of photonics will be considered, with particular emphasis given to the following research areas: optical communication devices or systems, ultrafast photonics, photonic materials, quantum optics and quantum information. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext 6831, E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSIOLOGY

QUEEN'S UNIVERSITY — The Department of Physiology (http://meds.queensu.ca/medicine/physiol) invites applications for a three-year term non-renewable replacement position at the level of Assistant Professor. While the successful applicant will be appointed in the Department of Physiology, their research interests should align with the Interdisciplinary Cardiac, Circulatory, and Respiratory (ICCR) Research Program which is an established research focus of the Faculty of Health Sciences at Queen's University. Candidates should have expertise in Cardiorespiratory Physiology, in particular with the ability to enhance the Cardiac node of the CCR Research Program. Requirements include a PhD or M.D. degree, outstanding scholarship, a strong record of achievement and the potential to attract external funding. Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. The University and the region offer an outstanding academic and community environment. (http://www.queensu.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The deadline for applications is March 1st, 2002. Applicants should forward a copy of the curriculum vitae and names of three referees to: Dr. A.V. Ferguson, Professor and Head, Department of Physiology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

POLITICAL SCIENCE

SAINT MARY'S UNIVERSITY — The Department of Political Science invites applications for a tenure-track position at the Assistant Professor rank in the field of International Relations, effective July 1, 2002. The successful candidate must specialize in international organization / political economy. Preference will be given to candidates with a particular interest and competence in critical international relations theory. In addition to having a completed PhD, applicants must have a demonstrated commitment to undergraduate teaching and scholarly research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Candidates are asked to forward a curriculum vitae and the names of three referees to: Dr. Leonard Preyra, Chair, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5181, Email: leonard.preyra@stmarys.ca

POLITICS & ECONOMICS

THE ROYAL MILITARY COLLEGE OF CANADA — The Politics and Economics Department invites applications for a tenure track position at the level of Assistant Professor. The required qualifications are a PhD or its equivalent in Economics or other acceptable field, acceptable teaching experience in Economics and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. Fields of specialization are open. The successful candidate should be prepared to teach primarily at the undergraduate level. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. The salary range is $40,948 to $8,008 per annum plus an annual Terminable Allowance of $2,200 for 2001/2002. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to: Dr. Houchang Hassan-Yari, Head, Department of Politics and Economics, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, ext. 6423; Fax: (613) 541-6733; Email: hassan-yari-h@rmc.ca. The expected starting date for the position is 1 July 2002. The closing date for applications is 15 March 2002. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

PSYCHOLOGIE

LE COLLÈGE MILITAIRE ROYAL OU CANADA — Le département de psychologie militaire et de leadership recherche des candidats pour combler un poste de professeur adjoint conduisant à la permanence. Une nomination au niveau de chargé de cours pourrait être envisagée dans le cas de candidats exceptionnels qui en sont aux dernières étapes d'un programme de doctorat. Les qualifications suivantes sont requises: détenir un doctorat en psychologie, posséder une expérience acceptable de l'enseignement et un dossier acceptable de publications. Par ce concours le département cherche à élargir son éventail de cours et ses domaines de recherche, donc le candidat retenu offrira au département des habilités et une expérience à caractère unique. Le département est intéressé (mais pas exclusivement) par des candidats dont l'expertise est reliée à la psychologie de la santé, du développement, de l'éducation/formation et cognitive. En plus d'enseigner certains cours offerts par le département, on demandera au candidat retenu de développer et d'enseigner d'autres cours de psychologie ayant une certaine pertinence militaire. Tout l'enseignement est offert en français, mais il s'agit d'un poste bilingue qui requiert l'habilité de lire, comprendre et communiquer de vive voix dans les deux langues officielles avec un profil linguistique PPP/PPP. La préférence sera accordée à la dotation du poste bilingue, mais une liste

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UNIVERSITY OF CALGARY

FACULTIES OF EDUCATION, NURSING AND SOCIAL WORK
TRI-FACULTY CANADA RESEARCH CHAIR IN PROFESSIONAL EDUCATION

The Faculties of Education, Nursing and Social Work at the University of Calgary jointly invite applications for a Tier II Tri-Faculty Canada Research Chair in Professional Education.

We seek a researcher with the potential to achieve international recognition as a leader in the field of professional education within five years. The Chair holder will develop and lead programs of innovative, interdisciplinary, and focused research that span the professional fields of teacher education, counsellor education, social work education and nursing education. The Chair holder will be involved in graduate research training and teaching, mentoring colleagues and young researchers, and developing collaborative research initiatives among university and field personnel. The Chair will hold an academic appointment in one or more of the three Faculties. The successful candidate will be an Associate Professor with an active program of research in professional education or a related area.

The Chair holder will work closely with the newly established/emerging **Professional Education Research Centre (PERC)**. Housed in the Faculty of Education, PERC supports multi-disciplinary and interdisciplinary research initiatives in professional education involving researchers from the faculties of Education, Medicine, Nursing and Social Work. Research in professional education focuses on the study of issues, problems and concerns in the preparation and ongoing career development of professional practitioners. To this end, PERC supports research that examines the state of professional education past and present while inviting research that attempts to envision the character of professional education in the future. With its emphasis on professional dialogue, PERC is well positioned to contribute to the creation of a new paradigm of professional education in Canada and beyond.

The University of Calgary is a public institution with a full-time student population of over 25,000. The University will build on its strengths and entrepreneurial spirit to raise the level of its research, scholarship and creative activity over the next decade to attain a place within the top five universities in Canada. A brief description of the programs and contributions of the Faculties of Education, Nursing and Social Work, with links to individual Web sites, is available at http://www.educ.ucalgary.ca/chair/chair.html

The Canada Research Chairs Program has been established by the Canadian government to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research. Information on the Canada Research Chair Program is available at the CRC Web site: http://www.chairs.gc.ca

The deadline for applications is **March 30, 2002**. Nomination to the Canada Research Chairs Program will occur in September, 2002, and if the nomination is successful, the anticipated start date would be July 1, 2003.

Applications including a curriculum vitae, a proposed five-year research plan, and names and e-mail addresses of at least three referees, should be sent to: **Dr. Annette LaGrange**, Dean, Faculty of Education at the address below. Fax: (403) 282-5849, e-mail: avlagran@ucalgary.ca

EDUCATIONAL TECHNOLOGY

The University of Calgary, Faculty of Education, is seeking faculty in the area of **Educational Technology**. New and replacement positions are available at all ranks, with flexible start dates as part of a major program expansion. Applicants from all subspecialties will be considered. Applications are especially sought from people with skills in research design and/or quantitative methods, simulation and gaming, and evaluation of educational technology projects.

Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications include a completed doctorate in educational technology, evidence of successful teaching in school and university settings, a strong research and publication record, interest in flexible/distributed education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment. Successful candidates will have demonstrated expertise in integrating technology into their own professional, research and teaching tasks.

Applications will be considered until all positions are filled.

Applications should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names and contact information for three referees and be sent to:
Dr. Annette LaGrange, Dean, Faculty of Education, at the address below. Fax: (403) 282-5849, e-mail: avlagran@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/HR/career

www.ucalgary.ca

ACADIA UNIVERSITY

CANADA RESEARCH CHAIRS

Health and Wellness

Acadia University invites applications from candidates for a Tier II Canada Research Chair to develop a distinguished research program in Health and Wellness. Acadia's Institutional Research Plan has identified Health and Wellness as a major research theme, reflecting historical successes, existing strengths and potential for continued growth in health-related research.

The successful candidate will be a highly motivated individual with a record of innovative and original research. He/She will demonstrate the ability to collaborate with individual faculty and interdisciplinary research teams to facilitate and support health-related research initiatives. The successful candidate is expected to attract external research funding from granting agencies, foundations, and other identified sources. Activities of the Chair include limited teaching and building partnerships.

Acadia University is involved in individual and collaborative research projects that encompass, nutritional, biological, biochemical, educational, recreational, kinesiological, developmental, psychological, sociological, and environmental aspects of health and wellness issues, supported through meaningful links to health and community organizations.

Candidates should submit a complete curriculum vitae, a clearly identified research program, a record of teaching performance, and three letters of reference including full contact information. Please forward all applications to ***Dr. Bill McLeod, Dean, Faculty of Professional Studies, Acadia University, Wolfville, NS, B0P 1X0.*** Tel: (902) 585-1597, Fax: (902) 585-1086, E-mail: bill.mcleod@acadiau.ca.

Review of applications will begin on **March 1, 2002** and will continue until a suitable candidate has been identified.

Data Networking

Acadia University invites applications for a Tier II Canada Research Chair in Data Networking. We are seeking an outstanding telecommunications networks researcher to lead research activities in Acadia's Data Networking Laboratory, which is equipped with a state-of-the-art, high speed ATM and IP network switch and associated hardware. At time of nomination, the University will collaborate with the Chair to submit a CFI application for additional infrastructure to support the Chair's research program. The successful candidate will have limited teaching responsibilities in the Jodrey School of Computer Science, which has 11 faculty members and a vigorous master's program. Applications must include a curriculum vita and, in keeping with the Canada Research Chair guidelines, a detailed research proposal. Candidates should include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to ***Dr. Cyrus MacLatchy, Dean, Faculty of Pure and Applied Science, Acadia University, Wolfville, NS, B0P 1X0. Tel: (902) 585-1472, Fax: (902) 585-1637,*** E-mail: cyrus.maclatchy@acadiau.ca. The search committee will begin its review of applications on **1 April 2002**.

The Canada Research Chairs program was established by the Government of Canada to foster world-class research excellence at Universities. Seven chairs have been awarded to Acadia to be filled over a period of approximately five years. In the first round, Acadia is filling its quota with a Tier I Chair in Environmental Science, a Tier II Chair in Environmental Policy and a Tier II Chair in Materials Science. In accordance with the Canada Research Chairs Program Guide (http://www.chairs.gc.ca), each of the chairs will work in a strategic research area identified in Acadia's Institutional Research Plan available for public viewing at http://ace.acadiau.ca/science/irp/auirp.htm. Candidates for Tier I chairs must be acknowledged by their peers as world leaders in their respective research areas whereas candidates for Tier II chairs must be acknowledged to have the potential to become leaders in their field. Once selected by the University, Chairs are nominated to the Canada Research Chairs Selection Committee, which adjudicates all nominations on a national basis.

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or terms.

Wolfville
Nova Scotia

d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont priés de communiquer avec le lieutenant-colonel Bradley, chef du département de psychologie militaire et de leadership, au numéro (613) 541-6000, poste 6304, ou par courriel à l'adresse Internet suivante: bradley.p@rmc.ca. Pour plus d'information au sujet du département de psychologie militaire et de leadership, consultez la page Web du CMR à l'adresse http://www.rmc.ca/academic/registrar/programme/mil-faculty_f.html. Échelle salariale est de 40,948$ à 68,008$ par année plus une indemnité provisoire annuelle de 2,200$ pour 2001/2002. Le salaire de départ sera établi en fonction de l'expérience et des qualifications. La nomination sera assujettie à une période de probation de trente-six mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae incluant une lettre d'accompagnement et trois lettres de recommandation à Mme Sherry Durocher, Bureau des Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, Téléphone: (613) 541-5010 poste 5694, Fax: (613) 541-4496, Courriel électronique: sdurocher@dnd.ca. La date prévue d'entrée en fonction est le 1er juillet 2002. La date limite d'acceptation des candidatures est fixée au 28 février 2002. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. This information is also available in english.

PSYCHOLOGY

MOUNT ALLISON UNIVERSITY — The Department of Psychology invites applications for a tenure-track position in Biopsychology/Cognition, subject to budgetary approval. Candidates should have a completed PhD in Psychology and a strong commitment to undergraduate teaching and research. The Psychology Department provides its students with a broad education in the biological, cognitive, and social science aspects of the discipline and its honours students with the opportunity to collaborate with faculty in independent research projects. The successful candidate will be encouraged to establish and maintain an active research programme and to supervise students conducting research. The ability to teach undergraduate statistics and design would be an advantage as would breadth in the discipline. The appointments will be made at the rank of Assistant Professor and will commence on July 1, 2002. The 2001-02 annual salary range for Assistant Professor is $45,063 - $63,890 (subject to collective bargaining). The normal teaching load is two courses per term. Most courses for Majors and Honours students have labs. An application should include a curriculum vitae and three letters of reference and should be sent to: Dr. Christine Storm, Chair of the Search Committee, Department of Psychology, Mount Allison University, 49A York Street, Sackville, NB E4L 1C7, Fax: 506-364-2467, E-mail: cstorm@mta.ca. The Search Committee will begin reviewing applications in February, 2002 and will continue until the position is filled. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

SAINT MARY'S UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level starting July 1, 2002. This is a new position in an expanding Department. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in applied psychology. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. We are particularly interested in candidates with active research interests related to motivation, personality, health psychology (especially occupational health/work stress), or industrial/organizational psychology (particularly leadership and career development). The successful applicant will be expected to teach at both the undergraduate and graduate levels in their specialty area and in core psychology courses such as introductory, statistics and psychometrics. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program in industrial/organizational psychology. In addition to a Master of Science degree in Applied Psychology (Industrial and Organizational), the Department offers a major and honours curriculum and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management (Human Resources) offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and the Department please see our website at http://www.stmarys.ca. Applicants should furnish a curriculum vita, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 496-8287. Email: vic.catano@stmarys.ca. Review of applications begins immediately and will continue until the position is filled.

THE ROYAL MILITARY COLLEGE OF CANADA — The Military Psychology and Leadership Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. The required qualifications are a PhD in Psychology, acceptable teaching experience, and an acceptable record of publications. With this competition, the department is seeking to broaden its range of courses and scholarship, therefore the successful candidate will bring unique skills and experience to the department. The department is interested in (but not exclusively) candidates with expertise in health, development, education/training, and cognitive psychology. In addition to teaching some of the courses currently offered by the department, the successful candidate will be expected to develop and teach other psychology courses with military relevance. Although all teaching will be carried out of French, this is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual position. However, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Lieutenant-Colonel Bradley, Head of the Department of Military Psychology and Leadership at (613) 541-6000, extension 6304 or by email at bradley-p@rmc.ca. For information about the Department of Military Psychology and Leadership, please consult the RMC web page at http://www.rmc.ca/academic/registrar/programme/mil-faculty_e.html. The salary range for 2001/2002 is from $40,948 to $68,008 per annum plus an annual Terminable Allowance of $2200. Starting salary will be commensurate with experience and qualifications. The appointment will be subject to a thirty-six month probationary period. Interested candidates should forward their curriculum vitae including a covering letter and three letters of recommendation to: Mrs. Sherry Durocher, Civilian Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone (613) 541-5010, extension 5694, Fax: (613) 541-4496, Email: sdurocher@dnd.ca. The expected starting date for the position is 1 July 2002. The closing date for applications is 28 February 2002. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Vous pouvez obtenir ces renseignements en français.

PUBLIC ADMINISTRATION

DALHOUSIE UNIVERSITY — The School of Public Administration invites applications for a one-year limited term position in Public Administration at the Assistant Professor level. The successful candidate is expected to teach in at least two of the following program evaluation, policy analysis, financial management and budgeting, and public sector accounting. Candidates should have a PhD (or near completion) in public administration or management, or in cognate disciplines such as economics, sociology or political science. The successful candidate must have a demonstrated capacity for teaching students primarily at the master's level in both our regular MPA program and our MPA Management (M) program. The latter program is targeted towards full-time mid-career civil servants. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Review of applications will begin on March 1, 2002, and will continue until the position is filled. Detailed information on the School and its programs can be found at www.mgmt.dal.ca/spa/. Candidates should send letter of application, curriculum vitae and copies of recent publications, and arrange to have at least three letters of reference, sent to: Dr. Herman Bakvis, Director, School of Public Administration, Faculty of Management, Dalhousie University, Halifax, NS B3H 3J5.

RELIGIOUS STUDIES

McMASTER UNIVERSITY — The Department of Religious Studies invites applications for a full-time, tenure-track position, starting July 1, 2002, at the level of Assistant or Junior Associate Professor, in Modern Jewish Studies. We are seeking candidates with expertise in the philosophy of religion, modern intellectual history and postmodern thought, and the encounter between religious thought and the theoretical approaches of the human and social sciences. The successful candidate may bring one or more of the following areas of expertise: hermeneutics, semiotics, theology, ethics, social theory, religion and culture. In addition to a full range of undergraduate courses, our Department offers graduate work in three fields: Asian, Biblical (Judaism and Christianity in the Greco-Roman era) and Western; this position will be in Western Religious Thought. A completed PhD is required along with demonstrated excellence in teaching and scholarship. Responsibilities will include both undergraduate and graduate teaching and the supervision of graduate students. Applicants should have a strong track record of research, publications and teaching and will be expected to develop a scholarly research program yielding significant peer-reviewed publications. The selected candidate will be nominated for a Canada Research Chair, Tier 2, and his or her research record must be consistent with the requirements for a successful nomination (for further information on qualifications for CRC nomination, please refer to http://www.chairs.gc.ca). Applicants should submit a letter of application, a statement of research and teaching interests, and a curriculum vitae, and arrange for three confidential letters of recommendation to be sent: McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Deadline for applications is February 15, 2002. Submissions should be sent to: Dr. Eileen Schuller, Chair, Department of Religious Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4K1.

SCIENCE POLITIQUE ET ÉCONOMIQUE

LE COLLÈGE MILITAIRE ROYAL OU CANADA — Le Département de science politique et d'économique cherche à combler un poste menant à la permanence au rang de professeur/e adjoint/e. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en science économique ou dans un autre domaine connexe, une expérience acceptable d'enseignement en science économique et un dossier de publications fort ou prometteur. L'étude des dossiers de candidat/es exceptionnel/les qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Les domaines de spécialisation sont ouverts. La personne choisie devra être disposée à enseigner principalement des cours de premier cycle. Ce poste bilingue requiert l'habilité de lire, comprendre et communiquer oralement dans les

ROYAL ROADS UNIVERSITY

requires a Director for our new Master of Arts program in Human Security and Peacebuilding. This faculty position will play a key role in the design, development and delivery of this interdisciplinary program which combines a theoretical, understanding of human security with applied approaches to peacebuilding within the context of intrastate conflict and its aftermath.

DIRECTOR, HUMAN SECURITY & PEACEBUILDING PROGRAM

For responsibilities, qualifications and application procedures, visit our "Careers at RRU" page at:

WWW.ROYALROADS.CA

Direct inquiries to rru-career-opportunities@royalroads.ca

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ROYAL ROADS UNIVERSITY

requires a Core Faculty Member to play a key role in the delivery of the Master of Arts program in Conflict Analysis and Management in our Peace and Conflict Studies Division. This interdisciplinary program is focused on theoretical and applied approaches to the system level management of large inter-group and organizational conflict in a variety of domestic and international settings.

FACULTY MEMBER CONFLICT ANALYSIS & MANAGEMENT

For responsibilities, qualifications and application procedures, visit our "Careers at RRU" page at:

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Direct inquiries to rru-career-opportunities@royalroads.ca

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Structural Engineering
Hydraulic/Water Quality Engineering

Queen's University

The Department of Civil Engineering, Queen's University is seeking to fill two positions, one each in the areas of Structural and Hydraulic/ Water Quality Engineering. The positions will be staffed at the rank of Assistant Professor and are dependent on approval of funding. The candidates must hold a Ph.D. (or be near completion) in Civil Engineering or related field, and must hold or are expected to acquire professional engineering registration in Canada. Previous teaching and industrial experience will be an asset. It is intended that interviews will commence on April 1, 2002.

The Department of Civil Engineering at Queen's University conducts internationally recognized research in the areas of Structural Engineering, Geotechnical and Geoenvironmental Engineering, and Water and the Environment. The Department enjoys high levels of NSERC research grant funding, and has recently attracted substantial new investments from the Canada Foundation for Innovation and the Canada Research Chairs program. We actively involve our industry partners in both research and teaching (see www.civil.queensu.ca for further details).

We are looking for dynamic individuals who are self-starters and will excel at both teaching and research. Our programs incorporate new approaches to engineering education with emphasis on professional skills development and personal contact with students. We are interested in enthusiastic and effective teachers who will provide instruction in undergraduate and graduate courses in civil engineering, develop curriculum, supervise graduate students, and also make administrative contributions through service to the Department, Faculty, and the University. The successful candidates will develop highly productive research programs with strong industrial interactions, and will welcome collaboration with researchers in Civil Engineering and related Departments at Queen's and the Royal Military College of Canada.

Applicants should submit a curriculum vitae, an e-mail address, copies of three recent publications, a separate statement of research and teaching interests, and the names and mailing addresses of three referees to:

Dr. I.D. Moore, P.Eng.
Chair, Appointments Committee,
Department of Civil Engineering
Queen's University, Kingston, Ontario, Canada, K7L 3N6
Fax: (613) 533-2128 Tel: (613) 533-3160 moore@civil.queensu.ca

Queen's offers a competitive salary and benefits program, and teaching and research grants. Applications will continue to be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

deux langues officielles (profil linguistique PPP/PPP). Si aucune des candidatures ne devrait se qualifier pour ce poste, une liste d'admissibilité sera alors établie pour doter des postes semblables dont le profil et les exigences linguistiques peuvent varier. L'échelle salariale est de $40,948 à $8,008 par année plus une indemnité provisoire de $2,200 pour 2001-2002. Le salaire accordé dépendra de l'expérience et des qualifications du/de la candidat/e. La personne sélectionnée aura une période probatoire de 36 mois. Un curriculum vitae, accompagné d'un relevé de notes, d'un sommaire des mérites de recherche, de quelques exemples de publications et de trois lettres de recommandation, doit être envoyé à Professeur Houchang Hassan-Yari, Directeur, Département de science politique et d'économique, Collège militaire royal du Canada, CP 17000, Succursale Forces, Kingston, ON K7K 7B4. Tél: (613) 541-6000, poste 6424, Télécopieur: (613) 541-6733, Courriel hassan-yari-h@rmc.ca. La date prévue d'entrée en fonction est le 1er juillet 2002. La date limite d'acceptation des candidatures est fixée au 15 mars 2002. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est equivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicid/

SOCIAL WORK

THE UNIVERSITY OF VICTORIA — The School of Social Work is committed to social justice and anti-racist, anti-oppressive social practices, and to promoting critical enquiry that respects the diversity of knowing and being. Applications are invited for a tenure-track position at the rank of Associate Professor to commence on July 1, 2002. The School offers undergraduate and graduate degree programs. The generalist BSW program, available on-campus and by distance education, also includes three different optional concentrations (child welfare, First Nations, First Nations child welfare). The MSW program is an on-campus program that focuses on interdisciplinary policy and practice. Applicants are sought who have an understanding and commitment to anti-racist, anti-oppressive, anti-colonial practice, knowledge in the areas of community development, Aboriginal social work and/or social policy as evidenced by research and professional activity; personal and professional commitment and skills in working across diversity; an ability to supervise graduate students, excellent interpersonal, communication, organizational skills, a social work degree and a PhD degree and evidence of research and teaching ability. The successful candidate may contribute to our School in a number of ways: take leadership in the conduct of research; teach and supervise graduate students; teach, supervise practicum; provide advising for BSW students; develop curricula for delivery of on-campus and distance education courses; be willing to teach a variety of courses through an array of delivery modes; work collaboratively following a consensus-based model; participate in the university and larger community. Please submit a curriculum vitae and the names of three referees to Leslie Brown, PhD, Director, School of Social Work, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Fax: 250-721-6228, Phone: 250-721-6275. Deadline for applications is February 28th 2002. The University of Victoria is committed to an employment equity program. To increase the diversity of faculty, First Nations peoples, women, visible minorities, people with disabilities, and people of minority sexual orientation are encouraged to apply and in consideration of the School's Equity Plan, are invited to identify themselves in their applications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the School of Social Work in the area of Family and Children, Health, Gerontology, and Social Services commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext 3067, Fax 519.973.7036, Email: fhawkins@uwindsor.ca.

SOCIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a full-time tenure-track position at the rank of Assistant Professor or Lecturer, depending on qualifications, to commence July 1, 2002. The person appointed will be able to demonstrate excellence in both research and teaching in either Health or the Nation State and Globalization. The successful candidate should be willing to supervise honours and graduate students. Applicants are expected to have a completed PhD at the time of the appointment, but applicants who are ABD with a record of scholarly publications may be considered. The closing date for the application is March 31, 2002. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail their curriculum vitae, a teaching dossier, and two examples of written work (either published or unpublished, but at least one must be single authored). They should also send the names of three referees to: Dr. Robert H. Hill, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Memorial

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McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,0000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff.

Canada Research Chair in Psychology of Language

The Department of Psychology of McGill University invites applications from exceptional candidates for a Tier II Canada Research Chair in Psychology of Language. The successful applicant will have a tenure-track appointment at the Assistant or Junior Associate Professor level. Consideration will be given to candidates with interests in any domain of scientific language research including, acquisition, speech and language perception and processing, neural representation, and language disorders. The Department has excellent facilities for interdisciplinary research through the Centre for Language, Mind, and Brain which links researchers in related academic units at McGill University (Linguistics, Communication Sciences and Disorders, and Education), the Montreal Neurological Institute, and other universities in Montreal.

Applicants are expected to have a doctorate in psychology or a closely related field, a record of significant, externally-funded research, an aptitude for undergraduate and graduate teaching and the ability and interest to work collaboratively in an interdisciplinary research environment. Consideration of applications will begin **March 1** and continue until suitable candidates have been identified. Applicants should submit a curriculum vitae, a description of research interests and philosophy, a statement of teaching interests and philosophy, selected reprints of publications, and should arrange for three confidential letters of recommendation to be sent to:

Chair, Psychology of Language
Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue,
Montreal, Quebec, Canada H3A 1B1.

www.mcgill.ca

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

McGill

School of Physical and Occupational Therapy

Recruitment of Junior or Senior Full-Time Tenure or Non-Tenure Track Appointments

The School of Physical and Occupational Therapy at McGill University, known for its excellence in research and teaching, is seeking new faculty members. We invite you to apply for junior or senior full-time tenure or non-tenure track appointments in our Occupational Therapy or Physical Therapy Programs. Preference will be given to occupational or physical therapists with a PhD in a related field. Postdoctoral training or a history of successful research funding will be given priority. Candidates should have a strong commitment to teaching at the undergraduate and graduate levels, and are expected to pursue an active, independent research program. Candidates would benefit from a working knowledge of both official languages.

Qualified candidates should forward a letter stating their teaching and research interests, a curriculum vitae and names of three referees to:

Robert Dykes, PhD, Director
School of Physical and
Occupational Therapy
McGill University
3654 Promenade Sir-William-Osler
Montreal, Quebec, Canada H3G 1Y5

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment. These positions are subject to final budgetary approval.

Dalhousie University
School of Physiotherapy
Probationary Tenure Track Position

Applications from PhD qualified persons are invited for a 1 full-time probationary tenure track position at the Assistant Professor level in the School of Physiotherapy. Salary will be commensurate with qualifications and experience, starting August 1, 2002.

This position encompasses research, teaching and administration. Applicants must have a PhD as well as research and teaching experience in the Musculoskeletal area. Evidence of research funding is required. Interested candidates must also be eligible for licensure as a Physiotherapist within the province of Nova Scotia. Applicants must possess a high level of organization and networking skills. The successful candidate will be required to teach in the Graduate program as well as the Undergraduate program. Please note that the faculty member currently holding this position will be retiring at the end of June 2002.

Dalhousie's School of Physiotherapy, situated in a visionary Faculty of Health Professions, offers a B.Sc.(PT) program and M.Sc. (PT) program with regional, national and international linkages. Halifax is a small, international, historic city located on the Atlantic Ocean, with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, fishing and whale watching. Halifax has a large number of educational settings that provide quality education to students of all ages.

Consideration of applications will begin on February 1, 2002 and will continue until the position is filled. Interested applicants are asked to submit a letter of interest, curriculum vitae, proof of physiotherapy license, names and e-mail addresses of three academic or professional referees to:

Chair, Appointments Committee
School of Physiotherapy
Dalhousie University
Halifax, Nova Scotia Canada
B3H 3J5
Phone: (902) 494-2629; Fax: (902) 494-1941
e-mail: Physiotherapy@Dal.Ca

Subject to budgetary approval and in accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

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CAUT ACPPU
BULLETIN

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Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th. St. N.W., Washington, DC 20005, tel: 202 737 5900

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales l'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tel: (202)737-5900.

University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

McGILL UNIVERSITY — Applications are invited for two tenure-track appointments at the Assistant Professor level, one in the area of medical sociology and one in gender, commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index.htm. Interested persons should write to: The Chair, Recruitment Committee - Medical Sociology Position or The Chair, Recruitment Committee - Gender Position, (whichever is applicable), Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three references to send confidential letters on their behalf. Applications should be received by 1 December 2001, but will be accepted until the positions are filled.

THE McGILL SCHOOL OF THE ENVIRONMENT (an interfaculty programme) and the Department of Sociology invite applications for an assistant professor in demography beginning September 2002. Candidates must have a doctorate in sociology or demography and be interested in conducting research on the interface between population studies and environmental issues. Potential research profiles for the successful candidate might include, but not be limited to, topics such as population growth, demographic pressures on natural resources, climate change, biodiversity, or environmental policy concerns. The normal teaching load is two courses per semester, one for each unit. Salary will be commensurate with qualifications. Some knowledge of French will be considered an asset. McGill University (www.mcgill.ca) is committed to equity in employment. Applications should be received by 1 December 2001, but will be accepted until the position is filled. Candidates must forward two copies of a CV, a statement of research and teaching interests, and a sample of written work. Applicants should ask three referees to send confidential letters on their behalf. Address applications and other materials to The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Tel (514) 398-6847; Fax (514) 398-3403

BROCK UNIVERSITY — The Department of Sociology invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 2002, subject to budgetary approval. The successful candidate will have a recently completed PhD in Sociology, or a related discipline, evidence of successful undergraduate teaching, and a demonstrated expertise in qualitative methods. The successful candidate will be expected to teach qualitative methods and to have the ability to support undergraduate and graduate courses in social justice and equity studies. Other activities include developing an independent research program and involvement in the academic community. Applicants should submit, by March 15, 2002, a letter of application accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to Dr. June Corman, Chair, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website: www.brocku.ca

SOCIOLOGY & ANTHROPOLOGY

SIMON FRASER UNIVERSITY — The Department of Sociology/Anthropology and Women's Studies Canadian Research Chair: Community, Culture and Health. The Departments of Sociology/Anthropology and Women's Studies at Simon Fraser University invite applications for a Tier II Canada Research Chair in Community Culture and Health commencing either May 1 or September 1, 2003. The appointment will be held jointly in the two departments and have connections with the Institute for Health Research and Education at Simon Fraser University. Appointment will be as Assistant or Associate Professor, commensurate with experience. A PhD is required. We are particularly interested in candidates with expertise and a substantial publication record in community and women's health, a record of activism with local community groups, international involvement in health issues, expertise in qualitative and quantitative methods, demonstrated ability to communicate with community groups, scientists and clinicians, and an interdisciplinary focus including expertise and interest in the social sciences and the humanities. Candidates with research expertise in the area of HIV/AIDS will be given preference. The successful candidate will be expected to come with a well developed research program and have experience supervising graduate students at the MA and PhD levels, and a strong teaching record at both the undergraduate and graduate level. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested individuals can obtain more information about Canada Research Chairs at www.chairs.gc.ca. This appointment will be contingent on the candidate being approved for a Tier II CRC award by the CRC Secretariat. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Candidates should a) send a curriculum vitae and b) arrange to have sent directly six (6) letters of reference which include an evaluation of their research, teaching and community activism/involvement to: Dr. Ellen Gee, Chair, Department of Sociology and Anthropology, Simon Fraser University, Burnaby, BC, V5A 1S6 gee@sfu.ca. Completed applications must be received by the Sociology and Anthropology Department no later than 1 April 2002.

SPANISH

THE UNIVERSITY OF ALBERTA invites applications for a tenure-track position in Spanish Applied Linguistics at Assistant Professor level effective July 1, 2002. Candidates should be very well qualified in Spanish Applied Linguistics, preferably in second language acquisition, sociolinguistics, or discourse analysis. Applications including C.V., all university transcripts, and three letters of recommendation should be addressed to Dr. Donald Bruce, Chair, Modern Languages and Cultural Studies: Germanic, Romance, Slavic, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail inquiries may be directed to: dolores.wohland@ualberta.ca; fax: (780) 492-1997; tel: (780) 492-9106. First consideration of applications: March 18, 2001; the position will remain open until filled. For a detailed position description visit our website at http://www.humanities.ualberta.ca/MLCS/SpanAdvert.html.

VISUAL STUDIES

THE UNIVERSITY OF TORONTO — The Department of Fine Art invites applications for a tenure stream position at the rank of assistant professor, to begin July 1, 2002. Applicants should have an extensive knowledge of and experience in 3-dimensional site installation and public art. The applicant should hold an MFA or equivalent, with a strong record of professional activity and an advanced knowledge of contemporary art theory, practice, and criticism. Candidates are also expected to have demonstrated excellence in teaching. The Department of Fine Art's Visual Studies program is a small, collegial unit designed to encourage and maintain strong interdisciplinary connections with other academic units and outside organizations, including the Women's Studies Programme, the Sexual Diversity Programme, and the Aboriginal Studies Programme. The position includes supervision of student theses and expanding internship and related activities within the Toronto arts community. The successful applicant will participate in all aspects of teaching, curriculum development and program administration, including development and implementation of the proposed Master's programme in visual studies. Salary commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. Please submit CV as well as professional dossier and appropriate visual documentation, and arrange to have three letters of reference sent directly to Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario, M5S 3G3. Deadline for application is March 15, 2002

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology is seeking an environmental/integrative physiologist with a PhD (or equivalent) and with some postdoctoral experience. The successful candidate must have an excellent record of research accomplishment, demonstrate superior teaching ability, and show potential for interaction with a core group of animal physiologists and a broadly based group of ecologists and evolutionary biologists. They are expected to develop and sustain a strong, externally funded research program that involves the training of graduate students, and contribute to teaching core courses in animal physiology at the undergraduate and graduate levels. Applications, including a curriculum vitae, summary of research and teaching interests and the names of three referees who have been asked to provide letters should be sent to Dr. John Gosline, Acting Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada, V6T 1Z4 (Fax: (604) 822-5780, e-mail head@zoology.ubc.ca). Deadline for receipt of applications is March 1, 2002. Salary will be commensurate with experience. Appointment will be subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply, however, Canadians and permanent residents of Canada will be given priority.

ACCOMMODATIONS

SOUTHERN FRANCE PROVENCE — Villa for rent, Sept. 1, 2002 to May 31, 2003. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7315 or sbeckett@spartan.ac.brocku.ca

FIRENZE/ITALY — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Euro 800.00 + util, weekly 470.00 (two people) all incl. Spezzotti. Ph + 39-055-245-739, Fx +39-055-247-6266

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BRANDON UNIVERSITY
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Faculty Vacancy

School of Health Studies

Brandon University is a leader in providing high quality education to some 3,000 full- and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Applications are invited for a probationary tenure-track position in the area of Psychiatric Nursing. We seek an individual with commitment to excellence in teaching and research. Duties of the position include teaching health assessment, fundamental nursing skills, and medical nursing. Ability to teach individual, group and family counseling courses would be an asset. Experience and expertise in the development and delivery of courses by distance education technologies would also be an asset.

Qualifications:

- Current registration with the CRPNM or CRNM
- Relevant teaching experience required
- Knowledge of distance education modalities and technologies desired
- Recent clinical experience highly desirable.
- Master's degree in Nursing or related discipline required, Completed PhD in nursing preferred.

Interested candidates should forward a letter of application, curriculum vitae, University transcripts and names of three referees.

Rank and Salary: Commensurate with qualifications.

Application deadline: February 15th, 2002 or until position filled. (subject to budget approval)

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
Dr. Linda L. Ross
Dean, School of Health Studies
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Phone: (204)727-7456
Fax: (204)726-5793

For more information visit:
www.brandonu.ca

September 11 & the Politics Of University Teaching

By ROBERT JENSEN

Robert Jensen speaks out at an Austin rally, October 2000.

At various time in my teaching career – more than ever since Sept. 11 – I have been advised by faculty colleagues that I should avoid being "too political" in the classroom.

To the degree that the advice is simply pragmatic – avoid being political to avoid being criticized – I can understand it. But I find the suggestion hard to reconcile with my conception of what higher education should be in a pluralist democracy. Embedded in that advice are several key reasons for this culture's intellectual and political crisis, and in particular the failure of the contemporary university.

Teaching is political.

I teach in a journalism department, where I have a role in training people who allegedly will provide the information citizens need to participate in a democratic system of governance that is based on the idea that those citizens are the sovereign power.

Most journalists practice that trade in large corporate institutions that are themselves at the heart of the system of power in the society. Is there a way to imagine teaching journalism in a manner that isn't intensely political?

I use the term "political" not to mean partisan – for or against any particular politician, policy, or party – but instead to refer to the play of power in a society. Everyone lines up in some relationship to power, either in defense of, or resistance to.

Claims of taking a neutral stance – especially when made by privileged professionals – are illusory; neutrality is simply another way of supporting the existing distribution of power. (Just imagine how we would examine a claim by Soviet academics that they were neutral as to the system of power in their nation and were teaching so as not to take political positions. What would we say about them?)

To challenge power is political. To support power is political. To avoid the question is political.

Take the question of the forces that shape the news. One approach to that issue is Edward Herman's propaganda model, which highlights the role of ownership and ideology in the formation of mainstream news. I teach that model in my introductory journalism class because I believe it is the most compelling way to help explain how commercial journalism works.

My decision is informed by my intellectual evaluation of the work, but no doubt my politics play a role as well. If someone consciously rejects the model and refuses to teach it, that decision is political in the same sense. And if one claims to be neutral and avoids the issue, that too is political.

So, it is not the case of some professors being political and some not. We all are political, which affects both what we take to be relevant intellectual questions and how we frame the presentation of those questions.

In a healthy system, there would be ongoing engagement about such intellectual and political matters among faculty members, who are bound to have differing views. One or another of these views might emerge as more compelling than others. One or another might emerge as dominant based on the interests of power. But all the positions are equally political.

How does one come to hold political opinions?

A deeper problem with the advice to avoid being political is the notion that intellectual work is somehow separate from politics. But we should ask: How does one come to hold a political position? Is it arrived at randomly? Is it based on wholly arbitrary assertions? Or, does one have a clear argument with credible evidence to support those opinions? If so, is there not always intellectual work behind a political position?

This culture too often treats political opinions as if they were merely subjective judgments. Certainly some component of our political decision-making includes statements that are subjective in some sense – they are about principles that cannot be proved by reason and evidence, such as the answer to the question "what does it mean to be a human being?"

But statements of such first principles are the beginning of a coherent political argument, not the end. The formation and articulation of political viewpoints requires intellectual work if those viewpoints are to be of value in public dialogue.

So, if most of what we talk about in a journalism class is inextricably political, and if it is important to provide a coherent argument for one's political judgments, professors should make clear their own political positions that are relevant to the class and explain to students how they came to hold those positions.

That is not the same thing as proselytizing. It need not be coercive but can be a healthy process in which professors model an intellectual method that can counter the shallow, superficial political discourse that dominates in news coverage, television talk shows, advertising, and political campaigns. This should be one of the central goals of a university.

That task can, of course, be done badly. Professors can lose sight of the need to create the most open atmosphere possible for that intellectual work and political thinking. We can lose track of the central goal of helping students develop their own critical thinking skills.

We can forget that our job is not simply to tell students what opinions they should hold but to challenge them to think deeper about their own positions, or in some cases to think enough to form opinions for the first time. I assume every professor, myself included, at some point has made such mistakes.

At that point, the crucial question is whether students feel free enough to challenge the professor. Has the professor created a truly open and engaged classroom so that the class can help the professor correct herself or himself?

The bargain professors make

I take most of these points to be not terribly controversial. I have made these claims often and have yet to hear a colleague offer a serious rebuttal. If that is so, then why do people keep telling me to avoid being political in the classroom?

It may be that the advice is shorthand for "you do a bad job of teaching material that has controversial political content" or "I don't like your left/radical political positions and I wish you would stop teaching material related to those positions."

If the former, then I would ask that my critics tell me what they think I am doing wrong so that I can have the chance to evaluate the criticism and make necessary changes. If they mean the latter, then I would ask them to critique my political positions (and defend their own) so that we could have an intellectual and political discussion that might be valuable for all concerned.

After a dozen years of teaching, I have come to believe the reason for that advice is much more troubling, and is rooted in the bargain with power that allows us our privilege.

We should start by being clear that professors are an incredibly privileged lot – at least those of us who have steady jobs at reasonable salaries with reasonable benefits.

(More and more teaching work is performed by large numbers of adjuncts and part-time instructors who do not have those protections, but even they, by comparison with most of the rest of the population, have considerable privilege.) Professors are relatively autonomous and do work that is generally invigorating and enjoyable. I feel privileged, and I'm grateful for the privilege.

As is almost always the case in hierarchical systems with unequal distributions of power, such as the contemporary United States, people are given privilege with the expectation that they will serve that system. It is my experience that values such as a sincere belief in the value of free thought and liberal education motivate people to join the university enterprise.

But it is equally clear that the system has its own demands. Because it is a liberal pluralist institution, not a totalitarian monolith, there is some variation in how successfully individuals can resist the demands of the system. But in general, to the degree that professors accept the existing configuration of power they will be accorded the privileges with minimal interference.

To the degree they challenge that power, rewards will be less forthcoming and the potential for interference enhanced.

Rather than confront this, it is much easier for professors to imagine that they are outside that system of power and can evaluate the world from some more-or-less neutral position.

It's easier to say things such as, "I try just to teach the facts, not my political opinions" and ignore the way in which every decision in teaching – from the choices of subject matter and texts to the way the course is organized and the way power is distributed within the classroom – is deeply political.

Teaching is about our opinions. The relevant questions are: How well can we defend our opinions? How well can we articulate the unstated assumptions that frame our questions as well as our answers? How willing are we to subject our teaching to scrutiny? How well do we listen to feedback from colleagues and students?

September 11

All of these questions have been very much on my mind since Sept. 11, but they also were very much on my mind on Sept. 10. In that sense, nothing changed for me in my teaching.

But because of my antiwar writing and speaking, and the heightened level of public visibility that has come with those activities, the questions are also quite clearly on the mind of my critics and, I assume, my students. Because of the intensity of the emotions around the events of Sept. 11, it has been more important than ever for me to foreground these questions in my classroom.

Based on reactions in and out of class, I know that many students are angry about things I have said or written outside of class, and about some discussions we have had in class. I am well aware that I have made many students uncomfortable.

I do not consider that to be a problem, for I can't imagine a meaningful higher education experience that does not make students uncomfortable at some point. One shouldn't attend university simply to have existing beliefs reinforced. Students should confront alternative explanations, including those that conflict with their own deeply held beliefs. Inevitably, if one is dealing with topics that are important, that will mean students will be uncomfortable.

More than ever this semester I have tried to monitor whether I present material in a way that makes it difficult for students with contrary opinions to speak. I have not always been sure I did all that I could to create the ideal classroom.

I have on some days left the classroom wondering whether I talked too much and shut off student discussion too early; on other days, I fear that, in the interests of airing the maximal number of views, I let some students ramble on too long in a manner that bored others. I thought about those questions regularly before Sept. 11. I hope I will continue to ask myself those questions as long as I am teaching.

I cannot speak for my students; I do not know for sure that I have taught in a way that makes the discomfort they might feel intellectually and politically productive. But I do know that at many moments I have felt uncomfortable. I assume that if I am in territory that challenges my own beliefs and forces me to think more deeply about what I am saying in class, then at some level I have succeeded. ■

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